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CAUT ACPPU BULLETIN

VOL 54 | NO 21 | FEBRUARY 2007 FÉVRIER | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

PSE Act Tabled in Parliament

THE New Democratic Party introduced a Post-Secondary Education Act in Parliament Feb. 5, which would see the federal government playing a more active role in reducing tuition fees and promoting quality in post-secondary education.

The education act, based on legislation first proposed by CAUT, would create a separate funding envelope for post-secondary education and ensure greater accountability and transparency over how federal funds are spent.

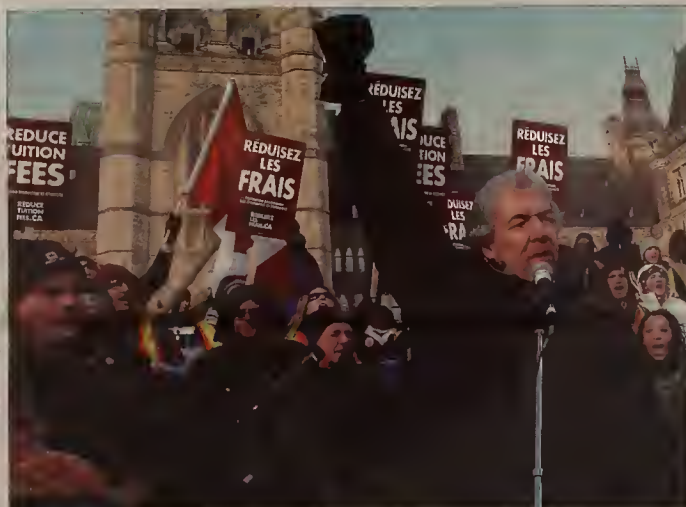
"Today, there's no guarantee that federal funding intended for post-secondary education is actually used by the provinces to support universities and colleges," said CAUT president Greg Allain. "Under the existing Canada Social Transfer cash and tax points flow to the provinces, but there has been little public discussion or policy development about how social funding is dispensed from Ottawa to the provinces. The result has been a reluctance by Ottawa to make the necessary long-term financial commitments to our universities and colleges."

Allain says this has helped lead to a tripling of tuition fees since 1990-1991, and more than a 20 per cent reduction in total university operating grants, measured in constant dollars and per full-time equivalent student, between 1989 and 2004.

Like the Canada Health Act, the proposed legislation would guarantee stable federal education transfers. In return, the provinces would agree to use federal dollars to promote accessibility, ensure quality and route public money only to publicly-administered institutions.

See PSE ACT Page A5

Students Rally against High Tuition Fees



CAUT executive director James Turk addresses students & their supporters during a rally in Ottawa Feb. 7.

THOUSANDS of students rallied at events in more than 30 university and college communities across Canada Feb. 7, marking a day of action as part of the Canadian Federation of Students' campaign for affordable, high-quality post-secondary education.

Students have been mobilizing all year to raise awareness about the effects of government underfunding. CFS says high tuition fees, deep student debt,

unfair wages and crumbling buildings are all undermining the post-secondary education system.

"With elections coming up in several provinces and perhaps federally, we want to use this momentum to help win commitments from political parties," said CFS national chairperson Amanda Aziz.

Since 1990, tuition fees have nearly tripled in most

See STUDENTS RALLY Page A7

Academic Freedom Fund Donors

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 University of Northern B.C. (UNBCFA) — \$2,000
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 Collège universitaire de Saint-Jacques (ACUSJB) — \$2,000
 King's University College (KUCFA) — \$2,000
 Concordia University (CUFA) — \$20,000

\$1 Million

Manifestations contre les frais de scolarité élevés

C'EST par milliers que les étudiants ont participé, le 7 février dernier, à des manifestations organisées dans une trentaine de villes universitaires et collégiales au Canada dans le cadre de la campagne de la Fédération canadienne des étudiantes et étudiants (FCEE) pour une éducation postsecondaire de haute qualité et abordable.

Les étudiants se sont mobilisés durant toute l'année pour sensibiliser la population aux retombées du financement public insuffisant. La

FCEE soutient que les frais de scolarité élevés, la dette étudiante écrasante, les salaires inéquitables et les immeubles délabrés sont autant de facteurs qui minent le système d'éducation postsecondaire.

« À l'approche d'élections générales dans plusieurs provinces et peut-être même à l'échelle fédérale, nous voulons profiter de ce dynamisme pour obtenir des engagements de la part des partis politiques », a déclaré la présidente nationale de la FCEE, Amanda Aziz.

Depuis 1990, les frais de scolarité ont pratiquement triplé dans la plupart des provinces à la suite de la réduction du financement fédéral. Le niveau d'endettement des étudiants a atteint près de 20 milliards de dollars, et ceux-ci, pour la première fois dans l'histoire canadienne, se retrouvent accablés de prêts étudiants de l'envergure d'une hypothèque.

« L'éducation ne devrait pas être une dette

Voir MANIFESTATIONS à la page A5



Discount Rates Page A7



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NEWS ACTUALITÉS

WTO Talks Resume

TALKS aimed at creating sweeping new international trade rules resumed in Geneva in January, after a six-month hiatus.

The World Trade Organization's Doha Round negotiations, named after the Qatari capital where talks were launched in 2001, were suspended in July when it became clear that deep divisions among countries over agricultural and industrial product tariffs and subsidies would prevent a deal from being reached by an end-2006 deadline.

The suspension of talks also ended formal negotiations to liberalize the trade in services — including education services — under the WTO's General Agreement on Trade in Services.

However, WTO director general Pascal Lamy announced in early February that all negotiations, including services under GATS, have now been formally relaunched.

"Political conditions are now more favourable for the conclusion of the talks than they have been for a long time," Lamy said Feb. 7 in his report to the WTO council. "Political leaders around the world clearly want us to get fully back to business, although we in turn need their continuing commitment."

Student groups and education unions, including CAUT, have been highly critical of proposals to include education services in GATS warning that applying legally-binding commercial trade rules to public institutions like universities and colleges would intensify and lock-in the pressures of privatization and commercialization.

"GATS really has the potential to reshape our institutions and reshape academic work," said David Robinson, associate executive director of CAUT. "GATS rules are designed to promote free trade in education services by guaranteeing open markets for all providers, whether public or private, nonprofit or profit. But as we've seen both here in Canada and around the world, once you start opening the doors to for-profit education enterprises, you inevitably end up with institutions of questionable quality."

Canada has so far not agreed to GATS in education, but pressure to commit will mount in the coming months, he said.

While negotiations are now back on

track, serious differences between countries remain. In the services talks, the development of new restrictions on domestic regulation has emerged as a key stumbling block.

Domestic regulation refers to measures taken by governments and delegated authorities covering qualification requirements and procedures, technical standards and licensing procedures and requirements. Some countries argue these regulations are simply barriers to trade and have proposed new GATS rules requiring these measures are not "unnecessary barriers to trade in services" and are not "more burdensome than necessary to ensure the quality of the service."

"Depending on the outcome of negotiations, domestic regulation rules could have a direct impact on post-secondary education in Canada," Robinson warns. "Disciplines developed on qualifications could potentially allow other countries to challenge our educational requirements, professional accreditation standards and certification and testing procedures in areas where we've agreed to liberalize as 'more burdensome than necessary.' Rules on licensing procedures and requirements could call into question regulations related not just to professional licensing, but also to university and college accreditation."

Countries remain deeply divided on the issue of domestic regulation, with Brazil and the United States in particular strongly opposed to the so-called "necessity test." Canada has not yet taken an official position on the issue.

"Applying a necessity test to domestic regulations ignores the reality of how standards and regulations are developed," Robinson said. "These rules and standards are the product of compromises that impose neither the greatest burden nor the least burden on service providers. Requiring all regulations to be the least burdensome would limit both the content and the process for democratic decision-making."

He added that CAUT will be stepping up its lobbying efforts in the months ahead to ensure the federal government does not include education in GATS and opposes the necessity test for domestic regulation. ■

Version française à la page A5.

CAUT Revives Teaching Dossier

CAUT has released the first update of its guide to the preparation of an effective portfolio of teaching accomplishments in almost 20 years.

"The CAUT Teaching Dossier explains what a teaching dossier is, how it can be used and how to create your own dossier," said CAUT executive director James Turk. "We hope it will be a useful tool for our members."

The publication also contains a set of best practice guidelines, a sample dossier and a brief bibliography of books and articles on evaluation of teaching.

English and French versions of the dossier are available as free downloads from www.caut.ca, or by writing, phoning or emailing the CAUT office. ■

Version française à la page A5.

L'ACPPU s'installe dans un nouvel immeuble

À la fin de janvier, après avoir passé 12 ans au même endroit, l'ACPPU s'est installée dans de nouveaux locaux faits sur mesure.

« Depuis la construction de notre propre immeuble, en 1994, le nombre de membres de l'ACPPU a augmenté de 44 %, a déclaré le directeur général de l'ACPPU, James Turk. « Malheureusement, nos anciens locaux, conçus pour l'ACPPU des années 1990, pouvaient difficilement accueillir le personnel additionnel recruté pour répondre aux besoins des nouveaux membres. »

Au cours des huit dernières années, a signalé M. Turk, l'ACPPU a dû faire rénover ses installations à plusieurs reprises afin d'y aménager des bureaux supplémentaires, mais les limites de l'immeuble ont été atteintes.

« Le nouvel immeuble a été conçu de manière à répondre à nos besoins pour les cinq prochaines années », a indiqué M. Turk, ajoutant que des locaux excédentaires, qui seront loués à d'autres organisations pour l'instant, pourront être récupérés au besoin.

Conçu par un éminent architecte d'Ottawa, Barry J. Hobin, l'immeuble ultramoderne de deux étages, à la fois écologique et éconergique, comprend des espaces de travail et de réunion agréables et attrayants.

L'ACPPU a pour nouvelle adresse le 2705, promenade Queensview, Ottawa (Ontario) K2B 8K2. Ses numéros de téléphone et de télécopieur sont demeurés les mêmes, mais les postes des membres du personnel ont changé. Les adresses électroniques n'ont pas été modifiées. ■

English on page A5.

Grève évitée à Sainte-Anne

À l'ISSUE d'un conflit de travail de deux ans et demi, les professeurs et les bibliothécaires de l'Université Sainte-Anne sont parvenus, à la fin du mois dernier, à conclure une nouvelle convention collective avec la direction de l'établissement.

L'APPBUSA avait prévu de déclencher une grève en février si les deux équipes de négociation n'en arrivaient pas à une entente. L'automne dernier, le personnel académique de Sainte-Anne s'était prononcé à 98 % en faveur d'un mandat de grève en appui à leur syndicat.

En vertu de la convention de cinq ans que les membres ont ratifiée le 7 février, les professeurs et les bibliothécaires auront droit à une augmentation de salaire de 3 % pour les années universitaires 2004-2005 et 2005-2006, et de 7 % pour chacune des trois années suivantes. L'APPBUSA s'est battue pour obtenir d'importantes hausses salariales qui réduisent l'écart de rémunération entre Sainte-Anne et les établissements de son groupe de comparaison.

L'entente prévoit également une ré-

duction de la charge d'enseignement, qui passe de sept à six cours, et une augmentation de l'indemnité de congé de maternité. De plus, les départements participeront dorénavant aux décisions concernant le développement des cours en ligne, et les cours dispensés en direct dans les salles de classe seront protégés.

Le président du syndicat et négociateur en chef, Bryan Empson, a fait savoir que ses membres tenaient tout particulièrement à rendre hommage à l'ACPPU pour l'aide primordiale que celle-ci leur a apportée, et aussi à remercier les membres de l'équipe de négociation pour le travail extraordinaire qu'ils ont accompli pour leur compte.

« J'aimerais remercier les membres de l'APPBUSA pour le soutien qu'ils ont manifesté tout au long des négociations, de même que mes collègues Albert Dugas, Cynthia Robicheau et Lisette Tardif pour leur travail remarquable », a-t-il ajouté. « Nous avons conjugué nos efforts sans relâche et nous avons obtenu ce que nous demandions. » ■

English on page A6.



COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Let's Hear It for Our Grievance Officers



By GREG ALLAIN

It takes all kinds of people with all kinds of expertise to make any organization work, and that is definitely true of our academic staff associations. But when it comes to kudos (a very important organizational exercise), all do not share the limelight equally. For instance, bargaining committees work intensely for a relatively short time (I'm highlighting "relatively" here, since prolonged and painful negotiations are known to occur), and when their crucial task is completed and a new collective agreement is signed, their members are publicly thanked and congratulated, as well they deserve. But there is another group of members who work day in and day out, throughout the year, upholding members' rights and making sure signed collective agreements are respected by employers: you've guessed it, I'm talking here of our grievance officers, the unsung heroes of our associations.

As I've mentioned, theirs is a continuing responsibility. And not everyone is cut out for the job either: special qualifications are required. A strong sense of justice is an obvious prerequisite, but it also takes qualities such as persistence and fearlessness to advocate passionately for grievors without being intimi-

dated by administrators or institutional lawyers. Of course, a good grasp of the contents of the collective agreement is crucial, as is the capacity to be an empathic listener, when the time comes to understand and document the nature of grievances.

In December 2006 CAUT held its annual senior grievance officers workshop. More than 40 people attended the event, with a good diversity of participants by region, size of institution, age and gender. In one of the opening sessions, the results of CAUT's second annual grievance survey were presented. The survey results provided an interesting overview of the points of friction between members and administrations and issues confronting our grievance officers. The most frequent objects of grievances are disciplinary matters, compensation disputes, renewal, workload, promotion and tenure cases.

The first two are core contractual issues common to many workplaces. But renewal, workload, promotion and tenure are more particular to our academic environment, requiring our grievance officers to have additional special skills and knowledge. The other main subject matters giving rise to grievances were management rights, leaves, work environment, academic freedom, discrimination, intellectual property and personnel files.

The survey also identified a number of emerging issues. As

more contract academic staff are organized, the number of contract renewal cases has dramatically increased. The growing importance of human rights law, in particular the duty to accommodate, has led to an increase in grievances about enforcing the rights of colleagues with mental and physical disabilities. Arising from the session's discussion, but not the survey itself, was the observation from a number of workshop participants that member vs. member disputes seem to be on the rise, presenting unique challenges very different from the usual member vs. employer situations.

Finally, the survey touched on the number of grievances and the percentage that make it to arbitration. Grievance filing rates vary enormously across associations, from zero at one institution to an annual high of 21 at another. A steadier trend is the percentage of grievances that actually make it to arbitration — a very small proportion. This indicates that aggressive and effective grievance handling (i.e., filing as many grievances as necessary) can yield good results for members without entailing the expensive and time-consuming process of arbitration.

What else can we surmise from this modest survey? For one thing, grievance officers should have significant input into the process of

See LET'S HEAR IT Page A7

A Research Idea the Brits Can Keep



By W. WESLEY PUE

BRITAIN's recent move to replace its expensive Research Assessment Exercise with a cheaper "research metrics" formula for evaluating research productivity provides a disturbing and, perhaps, dangerous precedent.

Whatever its presumed merits in the United Kingdom, any plan to evaluate scholarship on the basis of "research income, postgraduate numbers and bibliometrics" (citation counts) would produce nonsense outcomes in Canada.

Scholarship produced by diverse methods and directed to enormously varied problems cannot be measured by the leveling device of research income. This measure will inevitably lead to an academic hierarchy that places gadget-intensive sciences at the top, positivist social science in the middle, and humanities at the bottom. Many historians, philosophers, and the like find distraction, not assistance, in the data banks, developmental workshops and armies of employed researchers, or funded graduate students that accompany large research budgets in their disciplines.

As for bibliometrics, it tends to follow fashion rather than merit. The simple fact that most English-language academics and most English-language journals in most disciplines are in the United States distorts enormously. The extraordinary parochialism of U.S. academics renders historical research on Riel's rebellion or the development of responsible government in Canada, for example, unworthy. Pursuing such questions is akin to professional suicide in a bibliometric world: rational historians, wherever they may be, must focus their energies on fashionable U.S. topics.

Similar forces are at play, albeit on a different scale, in many areas of British studies. Regardless of quality, scholars governed by "metrics" are ill-advised to publish in British journals, much less Canadian or Australian ones. Just as U.S. journals rule, so too do topics of inter-

est to a mass readership of American academics.

And yet, Canada matters — at least to the people who live here — and Britain has mattered enormously in the history of the world. Humanities scholarship needs to be saved from the enormous condescension of a uni-polar world.

Finally, an obvious point. Like bibliometrics, graduate students follow fashion, not excellence. Legal scholars had better work on constitutional law or law and economics in preference to trust doctrine, 15th century legal scholarship, or standards of review in administrative law, for example. Although smart students will always seek out excellent supervisors, "quality" has little to do with the fields they will choose to focus on. Although fashions change, they do so on a timescale bearing little relation to either funding cycles or academic careers.

In short, whatever its merits in Britain, the evaluation of research by metrics in Canada's social sciences and humanities discipline would systematically undervalue excellent work and occasionally elevate palpable nonsense. It would systematically undervalue Canada itself. ■

W. Wesley Pue is professor of law, associate dean for graduate studies and research, and holds the Nathan T. Nemetz Chair in Legal History at the University of British Columbia.

The views expressed are those of the author and not necessarily CAUT.

Les opinions exprimées sont celles des auteurs et ne reflètent pas nécessairement la position officielle de l'ACPPU.

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to postsecondary education. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement postsecondaire. Les articles peuvent être soumis en français ou en anglais, mais ils ne seront pas traduits. Les commentaires doivent être envoyés à Liza Duhaime (duhaime@caut.ca).

LE MOT DU PRÉSIDENT

Bravo à nos agents de griefs!

Par GREG ALLAIN

POUR qu'une organisation fonctionne, il faut toutes sortes de personnes possédant toutes sortes de compétences, et nos associations de personnel académique ne font pas exception à la règle. Cependant, quand vient le temps des hommages (un exercice organisationnel très important), tous n'ont pas droit à la même attention. Par exemple, les comités de négociation travaillent intensément pendant une période relativement courte (j'insiste sur le mot « relativement » puisqu'il arrive que les négociations soient pénibles et qu'elles s'étirent sur de longues périodes). Lorsque leurs tâches sont terminées et qu'une convention collective a été signée, on remercie et félicite leurs membres publiquement, ce qu'ils méritent. Or, il existe un autre groupe de membres qui s'emploie jour après jour, à longueur d'année, à défendre les droits des membres et à s'assurer que les employeurs respectent les conventions collectives négociées. Vous l'au-

rez deviné : je veux parler des agents de griefs, ces héros méconnus de nos associations.

Comme je l'ai mentionné, les agents de griefs ne connaissent pas de répit. Leur fonction ne convient pas à tous : elle exige des qualités particulières. Pour l'exercer, il faut, de toute évidence, un sens aigu de la justice, mais aussi des qualités comme la persévérance et l'audace afin de défendre les plaignants avec passion sans se laisser intimider par les administrateurs ou les avocats représentant les établissements. Bien entendu, il est essentiel de bien connaître le contenu de la convention collective et de savoir écouter avec empathie quand vient le temps de comprendre et de documenter la nature des griefs.

En décembre 2006, l'ACPPU a tenu son atelier annuel à l'intention des agents de griefs principaux. Y ont participé plus de 40 personnes des deux sexes et de différents âges, provenant de diverses régions et d'établissements de taille variable. Les résultats de la deuxième

enquête annuelle de l'ACPPU sur les griefs ont été présentés au cours de l'une des séances inaugurales. Ils fournissaient une intéressante vue d'ensemble des points de friction entre les membres et les administrations ainsi que des problèmes auxquels font face nos agents de griefs. Les motifs de grief les plus fréquents sont les questions disciplinaires, les différends en matière de rémunération, le renouvellement, la charge de travail, la promotion et la permanence.

Les deux premiers motifs concernent des questions contractuelles fondamentales, communes à de nombreux lieux de travail. Par contre, le renouvellement, la charge de travail, la promotion et la permanence, dossiers plus étroitement liés au milieu académique, exigent de nos agents de griefs des connaissances et des compétences spéciales additionnelles.

Les autres motifs importants sont les droits de la direction, les

Voir BRAVO à la page A4

HOMEWORK!

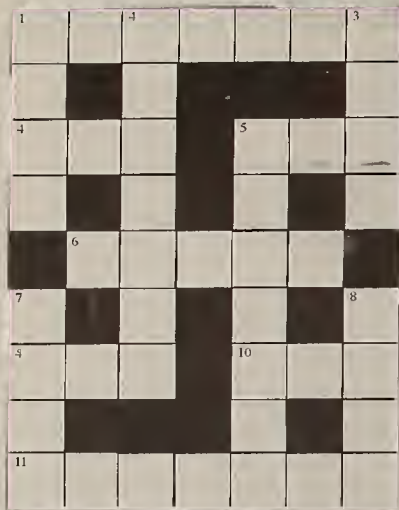
Domestic Conviviality

A man and his wife could drink a barrel of beer in 15 days. After drinking together for six days, the wife alone drank the remainder of the barrel in 30 days. In what time would either alone drink the whole barrel? (Is it assumed the daily consumption of each spouse is constant, but not the same for one as the other.)

The above problem appeared in *The High School Algebra*, by Robertson and Birchard, approved by the Ontario Department of Education in 1886. Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A4.

BRAIN TEASER, #5 IN A SERIES

Seeking words of Windsor...



CRYPTIC CLUES

ACROSS

1. Where at is the forecast? (7)
4. Use ten to catch backward fish? (5)
5. Farmer gives you earful (3)
6. The Lisos go boofing (5)
9. Plumb metal without a leader? (3)
10. Make you and me a notion (3)
11. Cook red ribs for ornithologists? (7)

DOWN

1. Victory over electronics; let's drink! (4)
2. A strand mixed with 5 down for humanities, etc? (two words: 4,3)
3. Spare parts for the BBQ? (4)
5. Grow a community pearl strung with 2 down? (7)
7. Golfers stick to local whiskey (4)
8. Accountant starts the vehicles (4)

This cryptic crossword puzzle is made entirely of words that relate in some way to the Windsor experience. They reflect our unique geography, our warm southern climate, and a few of the benefits of the area's vibrant international lifestyle. Taken together, they make a combination that's well worth seeking out.

About cryptic crosswords: if you've never tackled one, the clues may at first seem nonsensical. Some hint at anagrams, others provide clues to segments of the word/solution, and some involve puns and word plays. In any case, you'll need to be creative and open minded in your approach – both of which, by the way, are qualities we especially seek in academic candidates. Once you develop the knack, you'll find cryptic puzzles both challenging and fun.

* * * * *

For the solution to this puzzle and information about the lifestyle benefits represented by the solution words, visit us online at www.uwindsor.ca/facultypositions. While you're there, have a look at our faculty postings, including positions in Communication Studies and Social Work. For career or application information, please contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.



U N I V E R S I T Y O F
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NEWS

Western Faculty, Board Ratify Agreement

Faculty will see 12.25% pay jump.

A NEW four-year collective agreement has been ratified by faculty at the University of Western Ontario.

Faculty association president Kim Clark said 92 per cent voted in favour of the agreement, which will expire June 30, 2010.

"The agreement includes significant improvements over the expired agreement in a number of areas. It should help the university both to recruit and retain its excellent fac-

ulty," Clark said.

Key changes to the contract include a 12.25 per cent scale salary increase for all full-time members, a phased retirement option for full-time members with at least 10 years of service, and an additional 4 per cent supplement to the per-course rate for contract academic staff in lieu of benefits.

Western's board of governors approved the new agreement Jan. 25. ■

Bravo à nos agents de griefs!

Suite de la PAGE A3

conges, l'environnement de travail, la liberté académique, la discrimination, la propriété intellectuelle et les dossiers personnels.

L'enquête a également permis de cerner plusieurs nouveaux dossiers. Étant donné l'augmentation du nombre de contractuels syndiqués chez le personnel académique, le nombre de griefs touchant les renouvellements de contrat est monté en flèche. L'importance croissante de la législation en matière de droits de la personne, en particulier du devoir d'accommodement, a entraîné une augmentation du nombre de griefs portant sur les droits des collègues ayant une incapacité mentale ou physique. Pendant la discussion qui a eu lieu dans le cadre de la séance, plusieurs participants à l'atelier ont fait observer que le nombre de cas opposant deux membres est en hausse, ce qui pose des défis très différents de ceux qui sont liés aux cas habituels, opposant un membre et l'employeur.

Enfin, l'enquête traitait du nombre de griefs et du pourcentage de ceux-ci qui sont soumis à l'arbitrage. Le nombre de griefs déposés varie énormément selon les associations, allant de zéro dans l'une d'elles à un maximum annuel de 21 dans une autre. Le pourcentage de griefs soumis à l'arbitrage, qui est très faible, est plus uniforme, ce qui indique qu'un traitement offensif et efficace des griefs (c'est-à-dire le dépôt d'un nombre aussi grand de griefs que nécessaire) peut donner d'heureux résultats pour les membres sans entraîner le processus long et coûteux que constitue l'arbitrage.

Quelles autres conclusions pouvons-nous tirer de cette modeste enquête? D'une part, les agents de griefs doivent participer dans une large mesure à la planification des négociations : ils sont souvent les mieux placés pour déterminer certaines clauses les plus problématiques de la convention en vigueur, les comportements inappropriés de l'employeur qui doivent être contrés au moyen de nouvelles dispositions

dans la convention collective, ainsi que les tendances nouvelles ou imprévues en milieu de travail. Comme les a décrits Paul Jones, organisateur de l'atelier et agent de la formation de l'ACPPU, les agents de griefs sont comme les « canaris dans les mines de charbon », ils sont souvent les premiers à reconnaître les nouveaux dangers au travail.

Il nous reste encore beaucoup à apprendre. Pour cette raison, l'ACPPU compte mener une enquête plus approfondie sur le sujet. Ceci nécessitera que l'on demande aux associations de consacrer une partie de leur précieux temps à remplir un questionnaire, mais cela devrait nous permettre d'obtenir des données très utiles sur les tendances actuelles et nouvelles au pays. Le taux de participation élevé à l'enquête actuelle montre que nos membres sont disposés à participer à de telles opérations de collecte de données lorsqu'ils estiment que les renseignements recueillis en valent la peine.

Pour continuer l'excellent travail réalisé au chapitre du règlement des griefs par les associations à la grandeur du pays, il nous faudra relever un autre défi. Étant donné que la cohorte de personnel académique d'expérience qui s'est occupée des griefs va partir à la retraite, il faudra se pencher sur la question du renouvellement. Il sera absolument essentiel de trouver et de former de nouveaux membres pour jouer ce rôle. Peut-être aurons-nous bientôt la relève nécessaire : au dernier atelier, il était réconfortant de constater la présence de nouvelles recrues souhaitant apprendre les trucs du métier et d'agents de griefs chevronnés prêts à faire part de leur expérience et de leurs connaissances.

Pour terminer, j'aimerais rappeler que l'ACPPU offre sur place à ses associations membres un atelier pratique sur le règlement des griefs. Cet atelier gratuit a été conçu pour aider les nouveaux venus de ce secteur du travail de l'association à traiter les griefs d'une manière productive et efficace. Encore une fois, bravo à ces héros méconnus, nos agents de griefs! ■

Answer to Homework!

From page A3. The wife can drink the beer in the barrel in 50 days, while it takes the husband only 150/7 days. Let w be the daily consumption of the wife and h the daily consumption of the husband, measured as a fraction of a barrel. Then $1 = 15(w+h) = 6(w+h) + 30w$, from which $9(w+h) = 30w$ or $3h = 7w$. Since $15h = 35w$, we have $50w = 1$, so that $w = 1/50$ and $h = 7/150$.

NEWS ACTUALITÉS

L'ACPPU publie une mise à jour de son dossier d'enseignement

L'ACPPU vient de publier une nouvelle version de son guide pratique de rédaction et d'utilisation du dossier d'enseignement — la première mise à jour de cette publication en près de 20 ans.

« Le guide explique le but et l'utilité d'un dossier d'enseignement et décrit la marche à suivre pour en créer un », indique le directeur général de l'ACPPU, James Turk. « Nous espérons qu'il constituera une excellente ressource pour nos membres. »

Le nouveau guide présente une série de lignes directrices relatives aux pratiques exemplaires à suivre, un dossier d'enseignement type ainsi qu'une bibliographie sélective d'ouvrages et d'articles sur l'évaluation de l'enseignement.

Les versions française et anglaise du guide peuvent être téléchargées gratuitement à partir du site www.acppu.ca. On peut également se procurer le guide en téléphonant, en écrivant ou en envoyant un courriel au bureau de l'ACPPU. ■

English on page A2.

Manifestations contre les frais élevés

Suite de la PAGE A1.

à vie », a fait valoir Mme Aziz. « Nous avons des universités et des collèges formidables au Canada, et leur accès ne devrait pas être dicté par la taille de votre portefeuille. »

Les étudiants ont déjà obtenu des gouvernements de la Saskatchewan, du Manitoba, du Québec et de Terre-Neuve-et-Labrador l'engagement de maintenir le gel des frais de scolarité. Le Nouveau-Brunswick est la seule province à n'avoir ni abaissé ni gelé les frais au cours des dix dernières années. La FCEE demande à cette province de décréter un gel et appelle les provinces telles que la Colombie-Britannique, l'Alberta et l'Ontario à rétablir cette mesure.

« Le gel et la réduction des frais de scolarité sont parfaitement à la portée de chacune des provinces puisque la plupart d'entre elles sont déjà intervenues dans ce sens, et ces mesures seront davantage à leur portée une fois que le gouvernement fédéral jouera un rôle de leadership dans ce domaine », a souligné Mme Aziz.

En plus de la réduction des frais de scolarité, la FCEE revendique un réinvestissement fédéral dans le système d'éducation postsecondaire et la création d'un programme national de bourses pour aider les étudiants à réduire leur dette.

Le ministre fédéral des Finances, Jim Flaherty, affirme qu'Ottawa souhaiterait augmenter les paiements de transfert aux provinces pour l'éducation postsecondaire, mais que les modalités doivent être déterminées par les provinces.

« Il ne fait pas de doute que l'établissement des frais de scolarité et la création des universités et des collèges sont du ressort principal des provinces », reconnaît le ministre. ■

CAUT Moves into New Building

CAUT moved to its new custom-built headquarters on Queensview Drive at the end of January, after 12 years at its former home.

« Since we first built our own building in 1994, CAUT's membership has grown by 44 per cent, » said CAUT executive director James Turk. « Unfortunately our former office was built for our organization's size in the 1990s, with little capacity to expand as we added staff to meet the needs of our growing membership. »

Turk said over the past eight years, the organization renovated its former facility on several occasions to squeeze out more office space, but that the limit of the building had been reached.

« The new building has been designed to accommodate our needs now and for the next five years, » Turk said, adding the facility is set up for growth with extra space that will be leased for now and that can be developed for more office space if needed by CAUT in the future.

The state-of-the-art, two-storey building was designed by prominent Ottawa architect Barry J. Hobin as an energy-efficient, environmentally-friendly « green » facility with interesting and attractive work and meeting space.

CAUT's new address is 2705 Queensview Drive, Ottawa, Ontario K2B 8K2. The main telephone number 613-820-2270 is unchanged, although individual staff extensions have changed. E-mail addresses and fax numbers remain the same. ■

Version française à la page A2.



PSE Act Tabled in Parliament

From PAGE A1.

« Given the central importance of postsecondary education to Canada's social and economic well-being, there is a desperate need for a national vision, » Allain said. « We believe this proposed act is the first step toward developing that vision. »

Denise Savoie, the NDP's education critic, said her party will be using « every lever and pressure point in Parliament » to make sure the legislation passes.

The NDP sees this as a way to pressure the Conservative government to follow through on its election promise to create an independent Canada Post-Secondary Education and Training Transfer, Savoie said.

According to Savoie, federal transfers for postsecondary education have declined steadily in the last two decades, from an estimated 0.56% of GDP in 1984 to 0.41% of GDP in 1993 and only 0.19% of GDP in 2005.

« For a full decade since the Liberals slashed federal transfers, Canada's postsecondary education community has been torn between accessibility and quality. For students, what does that mean? It has meant unaffordable tuition fees. It has meant deteriorating resources and increasingly corporate campuses, » she told CanWest News Service.

A spokesperson for federal Finance Minister Jim Flaherty declined to comment on whether the upcoming budget would include a dedicated transfer for postsecondary education. The federal budget is expected to be tabled in early March. ■

Version française à la page A7.

Reprise des pourparlers de l'OMC sur les services

Les pourparlers en vue d'établir de nouvelles règles commerciales internationales d'une grande portée ont repris à Genève, en janvier dernier, après une interruption de six mois.

Le cycle de Doha de l'Organisation mondiale du commerce (OMC), qui tire son nom de la capitale du Qatar où les négociations ont été lancées en 2001, a été suspendu en juillet lorsqu'il est apparu évident que les profondes divergences entre les pays membres au sujet des subventions et des droits tarifaires appliqués aux produits agricoles et industriels empêcheraient la conclusion d'un accord avant l'échéance prévue pour la fin de 2006.

La suspension des pourparlers a par le fait même mis fin aux négociations officielles en vue de libéraliser le commerce des services (y compris les services éducatifs) dans le cadre de l'Accord général sur le commerce des services de l'OMC.

Néanmoins, le directeur général de l'OMC, Pascal Lamy, a annoncé au début de février que toutes les négociations, dont celles portant sur les services visés par l'AGCS, avaient repris officiellement.

« Les conditions politiques sont plus propices à la conclusion du cycle qu'elles ne l'ont été depuis bien longtemps », a déclaré M. Lamy le 7 février dans son rapport au conseil de l'OMC. « Les dirigeants politiques du monde entier nous demandent de façon claire de reprendre pleine-

ment nos travaux et nous nous attendons en retour à ce que leur détermination ne faiblisse pas. »

Des groupes d'étudiants et des syndicats du milieu de l'enseignement, y compris l'ACPPU, ont critiqué vivement les propositions visant à intégrer les services éducatifs à l'accord, mettant en garde que l'application de règles commerciales ayant force exécutoire à des établissements publics tels que les universités et les collèges consoliderait et intensifierait la privatisation et la commercialisation.

« L'AGCS a réellement le pouvoir de refaçonner nos établissements et le travail académique », souligne David Robinson, directeur général associé de l'ACPPU. « Les règles de l'AGCS sont destinées à promouvoir le libre-échange des services éducatifs en garantissant des marchés libres à tous les fournisseurs, qu'ils soient publics ou privés, à but lucratif ou non. Cependant, comme nous avons pu le constater au Canada et à l'étranger, l'ouverture des marchés aux entreprises de services éducatifs à but lucratif entraîne inexorablement l'apparition d'établissements de qualité douteuse. »

Jusqu'à présent, le Canada s'est opposé à l'application de l'AGCS à l'éducation, mais, au cours des prochains mois, de plus en plus de pressions s'exerceront sur lui pour qu'il change de position, soutient M. Robinson.

Les pourparlers ont certes été

remis sur les rails, mais les pays butent toujours sur de profondes divergences. L'imposition de nouvelles restrictions à la réglementation intérieure constitue l'une des principales pierres d'achoppement dans le secteur des services.

Le terme « réglementation intérieure » désigne l'ensemble des mesures prises par les gouvernements et les fondes de pouvoir relativement aux normes techniques et aux prescriptions et procédures en matière de licences et de qualifications. Les représentants de certains pays affirment que cette réglementation n'est rien d'autre que des obstacles au commerce. Aussi proposent-ils que l'AGCS soit assorti de nouvelles règles qui ne constituent pas « des obstacles non nécessaires au commerce des services » et qui ne soient pas « plus rigoureuses qu'il n'est nécessaire pour assurer la qualité du service ».

« Selon l'issue des négociations, les règles relatives à la réglementation intérieure pourraient avoir une incidence directe sur l'enseignement postsecondaire au Canada », prévient M. Robinson. « Les disciplines adoptées en matière de qualifications pourraient éventuellement permettre à d'autres pays de contester nos exigences scolaires, nos normes d'accréditation professionnelle et nos procédures d'accréditation et d'essai dans des secteurs que nous aurions accepté de libéraliser parce que les règles y seraient jugées « plus rigoureuses que nécessaire ». Les règles

sur les prescriptions et procédures en matière de licences pourraient provoquer une remise en question des règlements applicables non seulement à la réglementation professionnelle, mais aussi à l'accréditation des collèges et des universités. »

Les pays demeurent profondément divisés sur la question de la réglementation intérieure, le Brésil et les États-Unis étant particulièrement opposés à ce que l'on appelle le « critère de nécessité ». Le Canada n'a pas encore adopté de position officielle sur la question.

« L'application d'un critère de nécessité à la réglementation intérieure ne tient pas compte de la réalité de l'élaboration des normes et des règles », fait valoir M. Robinson. « Ces dernières sont le fruit de compromis qui n'imposent ni la charge la plus lourde ni la charge la moins lourde aux fournisseurs de services. Exiger que toutes les réglementations soient les moins rigoureuses possibles limiterait à la fois le contenu et le processus décisionnel démocratique. »

M. Robinson ajoute que l'ACPPU va intensifier ses moyens de pression dans les mois à venir pour s'assurer que le gouvernement fédéral n'appuie pas l'inclusion des services éducatifs dans l'AGCS et qu'il s'oppose à l'application du critère de nécessité à la réglementation intérieure. ■

English on page A2.

NEWS ACTUALITÉS

Strike Averted at Sainte-Anne

Faculty finally get contract, 27% raise over five years.

FACULTY at Université Sainte-Anne reached agreement late last month on a new union contract with the university after a two-and-a-half-year struggle.

The association of professors and librarians had set a date in February to strike if no agreement could be reached between the negotiating teams. Last fall, Sainte-Anne faculty voted 98 per cent in favour of giving APPBUSA the mandate to strike if necessary.

Under the five-year contract union members ratified Feb. 7, professors and librarians will see salary increases of 3 per cent for the 2004-

2005 and 2005-2006 school years, and 7 per cent in each of the remaining three years. APPBUSA had pushed for significant increases to narrow the salary gap between Sainte-Anne and its comparators.

The deal also calls for a reduction in teaching load from seven courses to six and a boost in the maternity leave allowance. In addition, departments will now have a role in the decision-making process of developing on-line courses and courses taught live in the classroom will be protected.

Union president and chief negotiator Bryan Empson said his mem-

bers would like especially to acknowledge the vital assistance of CAUT and thank members of the negotiating team for the extraordinary work on their behalf.

"I would like to thank the APPBUSA members for all their support throughout my time negotiating and my teammates Albert Dugas, Cynthia Robicheau and Lisette Tardif for a job well done," he added. "Everyone stayed united and we have obtained what we wanted." ■

Version française à la page A2.

Le Canada doit se doter d'une vision nationale de l'EP, préconise le Conseil sur l'apprentissage

Le Canada doit absolument formuler un ensemble de buts et d'objectifs explicites et bien définis pour l'enseignement postsecondaire (EP) à l'échelle nationale. Voilà l'une des principales constatations qui se dégagent du premier examen d'ensemble du secteur, rendu public en décembre dernier.

Dans son rapport intitulé *L'enseignement postsecondaire au Canada : Un bilan positif – Un avenir incertain*, le Conseil canadien sur l'apprentissage (CCA) prévient que l'absence d'intervention risque de mettre en péril la productivité à long terme du pays et sa prospérité soutenue.

« Notre secteur d'enseignement postsecondaire nous a très bien servis et, par conséquent, les Canadiens peuvent se vanter de compter parmi les populations les mieux instruites au monde; quoique pour assurer notre avancement comme pays, nous devons être en mesure de constater les progrès qui sont réalisés et de cibler les problèmes », a déclaré Paul Cappon, président-directeur général du CCA. « Pour y arriver, nous devons d'abord décider de la direction à prendre en tant que pays, puis déterminer les moyens pour y parvenir et voir à nous sommes en mesure de réussir. »

Selon l'analyse effectuée dans le cadre de ce rapport, la plupart des grands pays industrialisés cherchent à surmonter leurs obstacles en matière d'enseignement postsecondaire. L'Australie, la Nouvelle-Zélande et le Royaume-Uni ont adopté des stratégies nationales pour s'assurer que leurs systèmes s'adaptent et répondent aux exigences de l'économie du savoir.

« Le Canada n'a pas de mission commune dans ce domaine, et il existe des lacunes importantes dans l'information et l'analyse de l'enseignement postsecondaire. Cela nous empêche de cerner les problèmes et d'implanter des solutions adéquates et innovatrices », fait observer M. Cappon.

Parce que le Canada n'a pas établi de processus intégré d'examen de la qualité au niveau national et qu'il n'a pas non plus mis en place de système régional d'accréditation des établissements comme celui des États-Unis, les auteurs du rapport font valoir que les établissements canadiens, vivement désireux d'atti-

rer des étudiants et de les garder – surtout de l'étranger – risquent de se tourner vers les organismes d'accréditation américains.

« Cela pourrait mener tout naturellement à l'américanisation des priorités, des perspectives, du contenu et de la langue de l'enseignement postsecondaire canadien et se répercuter négativement sur l'intégrité de l'enseignement supérieur du Canada et sur le sentiment d'identité distincte des Canadiens », poursuivent les auteurs.

Le rapport souligne d'autre part que le système canadien d'enseignement postsecondaire doit non seulement tenir compte des jeunes gens qui se préparent à faire des études universitaires et collégiales, mais aussi appuyer les programmes d'apprentissage, l'alphabétisation des adultes, l'apprentissage en milieu de travail, la formation en compétences techniques et la recherche universitaire.

Le CCA a réalisé cette étude pour indiquer aux Canadiens dans quelle mesure l'enseignement postsecondaire du pays répond aux besoins et aux attentes socio-économiques de ses citoyens et s'adapte à un environnement mondial en évolution rapide. L'étude montre aussi comment l'orientation du Canada en matière d'enseignement supérieur se compare à celle d'autres grands pays industrialisés.

« Si le discours abonde sur l'importance de l'enseignement postsecondaire pour l'avenir social et économique du Canada, aucun organisme n'avait, jusqu'à présent, tenté de manière significative d'évaluer le rendement de ce secteur », a déclaré James Turk, directeur général de l'ACPPU.

« Nous saluons le tableau d'ensemble que le conseil a dressé de la situation. Nous espérons que son rapport suscitera le dialogue sur les moyens de créer au Canada un véritable système d'éducation postsecondaire qui puisse répondre aux besoins de tous les Canadiens tout en préservant la qualité de l'enseignement et en améliorant l'accessibilité aux études. » ■

Le rapport du CCA est disponible en ligne à l'adresse : www.ccl-cca.ca/CCI/Reports/PostSecondaryEducation/?Language=FR.

Traduit de l'article « Learning Council Calls for National Shared Vision for PSE » (*Bulletin de l'ACPPU*, janvier 2007).

Radical Campus

ES From PAGE A8

Baker, the original academic planner and first head of English emerged earlier as a kind of Sisyphian radical – a man with a mission to plan and negotiate the ordeal of a new university. As poorly as the originators understood the CAUT position on academic freedom, it would have been worse had Baker not persisted in his view that academic freedom procedures were necessary in a new university. No one could have predicted that the early disagreements would produce a "strike."

What might one think about these legacies and the march toward systems and specialization? Lives were damaged, reputations ruined, careers ended, building renamed, legitimacy restored. Universities are now high-achieving knowledge industries seeking the golden calves of "excellence," "curiosity-driven research," "citizen learners," "accountability" or "national agendas." An official story? A melancholy tale of ruins or a cautionary political epic?

Today's most controversial issues? Mandatory retirement. Plagiarism. Internet learning. Shortfalls. Disemployed, highly-educated sessionals. Litigations can loom.

Reading *Radical Campus* I wondered silently: when will Gogol's Inspector General arrive and reveal the social-historical contexts that influenced what the current university has become? ■

Jerry Zaslove is a professor emeritus in English and humanities and the founding director emeritus of the Institute for the Humanities at Simon Fraser University.

1. In 1964 George Whalley edited *A Place of Liberty: Essays on the Government of Canadian Universities*, an important collection of essays on academic freedom and the role of university governance in Canada whose underlying philosophical message is civic republican values. The pioneer founders of Simon Fraser University did not seem to heed this important book.

2. There were two CAUT censures. One in May 1968 over the president's and board's handling of tenure policies and the second in the fall of 1971 over the dismissals. The second one lasted six years. CAUT's tenure policy was adopted under President Strand, but by biting the bullet he ignored the con-

sures. Johnston's story shows that various faculty association executives were confused rather than judicious about such policies.

3. See my "The 'Lost Utopia' of Academic Freedom – Intellectuals and the Ethos of the 'Deinstitutionalized' University," in *Pursuing Academic Freedom: 'Free and Fearless'?*, Len M. Findlay & Paul M. Bidwell, eds., Saskatoon: Purich Publishing Ltd., 2001.

4. I was also on a university tenure committee that heard evidence for non-renewal of several political science, sociology and anthropology faculty members as well as serving briefly on a committee that presided over the fate of the five fired teaching assistants.

5. "Arbitration at SFU: The Popkin Case," *CAUT Bulletin*, winter 1971. Also see "The Wheelchair Dismissal Hearing Report," *CAUT Bulletin*, autumn 1971.

6. See Mordecai Briemberg, "Radical Campus – or Haunted House on the Hill?", *Canadian Dimension Magazine*, March/April 2006, <http://canadiandimension.com/articles/2006/02/26/384/>.

7. Vancouver Sun, June 26, 1967.

8. "Simon Fraser University – Problems of Organization," Thomas Burton Bottomore Papers, LSE Library Archives, ms type-script, 9pp, dated 1968, pp. 6 & 8. Gary Genosko of Lakehead University kindly provided me with materials from the Bottomore papers.

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NEWS ACTUALITÉS

Settlement at York

AFTER having spent most of last year without a contract, York University Faculty Association ratified a three-year contract between academic staff and the university, ending seven months of negotiations.

Scott Forsyth, YUFA's chief negotiator, said the two sides reached a tentative agreement on Jan. 13 with the help of a provincial conciliator.

The new contract, which covers May 1, 2006 through April 30, 2009, includes a 3 per cent salary increase in the first year and a 3.5 per cent increase the remaining two years. The contract also has higher step values and professional expense increases, Forsyth said. Progress through the ranks steps will grow from \$2,340 to \$2,700 at the end of the contract's term, while professional expense reimbursement entitlement will in-

crease from \$1,250 to \$1,450.

In addition, with the three-year agreement retroactive to May 1, 2006, funding is assured for academic units that develop plans to reduce teaching loads from 3 full-time equivalent courses to 2.5, Forsyth said, adding, "this will affect almost 25 per cent of our members."

Other highlights of the contract are higher benefits coverage, improvements to workload credits for graduate supervision, new flexible retirement options, including an enriched post-retirement teaching rate of \$16,238, expanded affirmative action training and a new task force on diversity and inclusivity to conduct a diversity audit.

"Because of our members' strong support, we were able to achieve a good range of improvements," Forsyth said. ■

Let's Hear It for Our Grievance Officers

From PAGE A3

planning for bargaining: they can often best identify some of the more troublesome clauses of the current agreement, inappropriate employer behaviour that may need to be checked by new collective agreement language, and new, unforeseen, emerging trends in the workplace. As workshop organizer and CAUT education officer Paul Jones said, grievance officers are like "canaries in the coal mine," often the first to encounter new workplace dangers.

There is much we don't know and CAUT is planning a more comprehensive grievance survey. This will entail asking associations for precious time to fill it out, but on the other hand, it should yield very useful data on existing and emerging trends across the country, and the high response rate to the current survey shows that our members are willing to participate in these data-collecting exercises when they feel

the resulting information will be worthwhile.

To continue the excellent grievance work being done by associations across the country, another challenge has to be faced. As the cohort of senior academic staff who have been taking care of grievances retire, the issue of renewal must be addressed. It will be absolutely vital to find and train new members to take on these responsibilities. But help may already be on the way: at the recent workshop it was heartening to see new faces eager to learn the ropes and seasoned grievance officers keen on sharing their experience and insights.

Finally, just a reminder that CAUT offers a hands-on/on-site grievance handling workshop to associations. This free workshop is designed to help newcomers to this area of association work handle grievances in a productive and efficient manner. So let's hear it for our unsung heroes, the grievance officers! ■

Une loi sur l'enseignement postsecondaire est déposée

LE 5 février dernier, le Nouveau parti démocratique du Canada a déposé au Parlement une loi qui conférerait au gouvernement fédéral un rôle plus actif dans la réduction des droits de scolarité et l'amélioration de la qualité du système d'enseignement postsecondaire.

La Loi canadienne sur l'enseignement postsecondaire, inspirée du projet de loi proposé à l'origine par l'ACPPU, établirait une enveloppe budgétaire distincte pour l'éducation postsecondaire et accroîtrait la responsabilité et la transparence dans la gestion des fonds fédéraux affectés à ce titre.

« À l'heure actuelle, rien ne garantit que les provinces consacrent véritablement au financement des universités et des collèges les transferts fédéraux au titre de l'éducation postsecondaire », fait observer le président de l'ACPPU, Greg Allain. En vertu du Transfert social actuel, les provinces reçoivent des paiements en espèces et en points d'impôt. Pourtant, il y a eu peu de discussions publiques et d'élaboration de politiques consacrées à la manière dont Ottawa verse le financement social aux provinces. C'est pourquoi le gouvernement fédéral s'est jusqu'ici montré peu enclin à prendre les engagements financiers à long terme qui s'imposent envers nos universités et nos collèges. »

C'est dans ce contexte, note M. Allain, qu'ont triplé les droits de scolarité depuis 1990-1991 et qu'a baissé de plus de 20 % le total des subventions d'exploitation universitaires, mesuré en dollars constants et par étudiant équivalent plein temps, entre 1989 et 2004.

À l'instar de la Loi canadienne sur la santé, la Loi canadienne sur l'enseignement postsecondaire garantirait des transferts fédéraux stables au titre de l'éducation. En échange, les provinces consentiraient à utiliser les crédits fédéraux pour faciliter l'accès aux études postsecondaires et en assurer la qualité, et veilleraient à ce que les deniers publics soient affectés uniquement à des établissements publics.

« Compte tenu de l'importance de l'enseignement postsecondaire pour le bien-être social et économique du Canada, il est absolument essentiel que nous nous dotions d'une vision nationale dans ce secteur », soutient M. Allain. « Nous croyons que l'adoption de cette loi constitue la première étape vers la définition d'une telle vision. »

La porte-parole du NPD en matière d'éducation postsecondaire, Denise Savoie, a déclaré que son parti utilisera tous les moyens d'action et de pression dont il dispose au Parlement pour faire adopter la loi.

Le NPD veut ainsi pousser le gouvernement conservateur à donner suite à sa promesse électorale de créer un transfert canadien spécialement affecté à l'éducation postsecondaire et à la formation, souligne M^{me} Savoie.

Selon elle, les transferts fédéraux au titre de l'éducation postsecondaire n'ont cessé de chuter au cours des deux dernières décennies, passant d'environ 0,56 % du PIB en 1984 à 0,41 % en 1993 pour reculer jusqu'à 0,19 % en 2005.

Pendant une bonne dizaine d'années, depuis que les Libéraux ont sabré dans les transferts fédéraux, le monde de l'enseignement postsecondaire au Canada a été contraint de choisir entre accessibilité et qualité. Comment cela s'est-il répercuté sur les étudiants? Par des droits de scolarité prohibitifs, des ressources qui se détériorent et des campus de plus en plus axés sur le modèle corporatif », a expliqué M^{me} Savoie à l'agence CanWest News Service.

Un porte-parole du ministre fédéral des Finances Jim Flaherty a refusé de commenter l'inclusion éventuelle, dans le prochain budget, d'un paiement de transfert réservé à l'éducation postsecondaire. Le budget fédéral devrait être déposé au début de mars. ■

English on page A1.

Students Rally against High Tuition Fees

From PAGE A1

provinces as a result of federal funding cuts. Student debt has ballooned to nearly \$20 billion as students, for the first generation in Canadian history, are saddled with mortgage-sized student loans.

"Education shouldn't be a debt sentence," Aziz said. "We have terrific universities and colleges in Canada, and access to them shouldn't be determined by the size of your wallet."

Students have already won ongoing commitments to tuition freezes in Saskatchewan, Manitoba, Quebec and Newfoundland and Labrador. New Brunswick is the only province that has not lowered or frozen tuition rates in the last decade. CFS wants that province to implement a freeze, and is calling on provinces like British Columbia, Alberta and Ontario to reintroduce a freeze on tuition.

"Most jurisdictions have frozen or reduced tuition fees, so it's well within the reach of each province, and will be more within their reach if the federal government plays a leadership role," Aziz said.

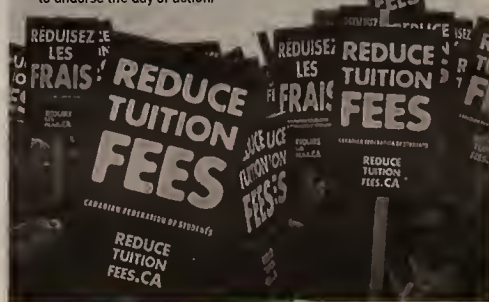
In addition to their call for lower tuition fees, CFS is also calling for a reinvestment in post-secondary education at the federal level and the creation of a national system of grants to reduce student debt.

Federal Finance Minister Jim Flaherty says Ottawa would like to increase transfer payments to provinces for postsecondary education, but the details need to be left to the provinces.

"There's no question that the primary responsibility of setting tuition rates, creating universities and community colleges is that of the provinces," he said. ■

Cross-Country Rallies & Reaction

- In St. John's, Newfoundland and Labrador Premier Danny Williams made a surprise appearance as students rallied outside the provincial legislature. Williams promised protesters he would raise post-secondary education issues during the next premiers' conference call.
- In Fredericton, students filled out coupons asking for 10 per cent off their tuition fees and marched to the provincial legislature. The coupons will be delivered to university presidents in the province.
- About 300 students rallied outside the Nova Scotia legislature. Nova Scotia's Education Minister Karen Casey told reporters that student debt is often the result of lifestyle choices, not education costs.
- In Quebec, where fees are about half the national average and college is free, a coalition of student unions from universities and CEGEPs staged a rally in Montreal, warning tuition fees may go up if Premier Jean Charest is reelected.
- In Ottawa, hundreds of students marched in bitterly cold weather to a protest on Parliament Hill.
- Students from across Ontario gathered in Toronto for what was likely the largest rally in Canada. Rapper Kardinal Offishall joined those calling on Premier Dalton McGuinty to freeze tuition fees.
- In Winnipeg, students braved a -34 C wind chill outside the Manitoba legislature. Tuition fees in Manitoba are among the lowest in the country, but students say tuition fees are still out of reach for many Manitobans.
- In Calgary, where Mayor Dave Bronconnier proclaimed Feb. 7 as "student day of action," activists organized a panel discussion and workshops at the Alberta College of Art and Design.
- In British Columbia, an estimated 2,000 students rallied in Victoria, where city council passed a motion to endorse the day of action.



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CAREERS CARRIÈRES

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A

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■ **ANTHROPOLOGY** – University of Waterloo. The Department of Anthropology, University of Waterloo, invites applications for a tenure track position at the Assistant or Associate

Professor level in Anthropology. The successful candidate must have a PhD in Anthropology and an active research program. The department has a flourishing undergraduate program and has just begun a joint MA program in Public Issues Anthropology with the University of Guelph. It is in conjunction with this new graduate program that we wish to hire an additional colleague. We seek an individual who specializes in studies of cultural change among indigenous populations from an international and cross-cultural perspective. Ideally the candidate's research will include an emphasis on medical anthropology, or technology in a cross-cultural context, or indigenous peoples' relations with governments. Salary commensurate with qualifications and experience. The closing date for applications is August 31, 2007. Send curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication to Professor Anne Zeller, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Additional information concerning the Department of Anthropology

can be found at <http://anthropology.uwaterloo.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **ART HISTORY** – The University of Western Ontario. The University of Western Ontario, Department of Visual Arts, invites applications for a probationary (tenure-track) position at the rank of Assistant Professor in Art History to commence July 1, 2007. In exceptional circumstances the rank of Associate Professor will be considered. Applicants may specialize in any area of historical and/or modern art providing they can demonstrate a substantial interest in museum history and theory. A PhD and a record of teaching and publication are required; curatorial projects, websites and other evidence of creative approaches to the conceptualization

and presentation of research will be viewed favorably by the committee. Responsibilities will include undergraduate courses and graduate seminars in the candidate's specific area of expertise, and participation in the Department's Art History and Museum Studies programs through both research and teaching. The appointee will be expected to contribute to the academic life of a dynamic Department where art history and studio arts flourish together, and to participate actively in the expansion of the graduate program to include a PhD in Art and Visual Culture beginning in September 2007. Curriculum vitae, statement of teaching philosophy, examples of publications (and slides or other visuals, if applicable) and names of three referees should be sent with application to Professor Katherine Brush, Acting Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario, N6A 5B7 (Phone: (519) 661-3440; Fax: (519) 661-2020). Application deadline: February 28, 2007 [do not fax e-mail application]. All positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

B

■ **BIOLOGICAL SCIENCES** – Grant MacEwan College. Grant MacEwan College invites applications for a continuing position in Biology. The successful candidate will be a PhD (or solid indication of completion) in Biology, and must demonstrate excellent oral and written skills of excellence in teaching. A commitment to research is expected. Applicants from all areas of Biology are welcome but particular attention will be given to those with a background in some combination of Plant Ecology, Plant Systematics, Plant Genetics, Plant Cellular Biology, Plant Physiology, Plant Ecology, or Plant Technology. Applicants should have fluent written and oral communication skills in English. Applicants should submit a curriculum vitae, recent teaching evaluations, and graduate transcripts to the address below. Closing Competition No. 06-12-281. Send all application materials to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7-105, 10700 104 Ave., Edmonton, Alberta T5J 4S2. Fax: (780) 497-5430; Phone: (780) 497-5434; Email: careers@macewan.ca. For more information, please contact Mark Degner at degner@macewan.ca or (780) 497-5635 or visit <http://www.macewan.ca/web/arsscc/faculty>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Consideration of applications will commence in February 2007 and will continue until the position is filled. For further information about this employment opportunity, please refer to our website at www.macewan.ca/faculty.

■ **BIOLOGY** – University of Waterloo. The Department of Biology at the University of Waterloo invites applications for a tenure-track position at the Assistant or Associate Professor level in Terrestrial Ecology. The Department of Biology is strongly committed to excellence in research, and both undergraduate and graduate teaching. Applicants must have a PhD and postdoctoral experience, and be prepared to establish an active externally-funded research program. We are particularly interested in candidates who emphasize the use of innovative research approaches to understand factors that regulate ecological structure and function at community, ecosystem or landscape scales. Candidates should be committed to enthusiastic and innovative teaching. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names and address of three individuals willing to provide letters of references, and a 1-2 page outline of their proposed research program to: Ms. Gini Ivan-Roth, Secretary to the Chair, Department of Biology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. This information may also be sent via email to grant@uwaterloo.ca. The closing date for all applications is March 31, 2007 with an anticipated start date after September 1, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. We also encourage applicants who have had career delays associated with family responsibilities. Additional information about the Department is available at <http://www.science.uwaterloo.ca/departments/biology/index.html>.

■ **BIOLOGICAL ENGINEERING** – Simon Fraser University. The School of Engineering Science at Simon Fraser University invites applications for a tenure-track assistant professor position in Biomedical Engineering. The Biomedical Engineering program is built upon existing strengths in biomedical engineering in the Schools of Kinesiology (see <http://kinesiology.sfu.ca/kinesiology>) and Engineering Science (see www.sfu.ca/science). Areas of particular interest are neuroprosthetic and human interface, rehabilitation engineering, telemedicine and assistive devices. Outstanding candidates with other research interests in biomedical engineering are also encouraged to apply. Applicants are expected to have a strong record of scholarly publications and a potential for outstanding and innovative research, as well as a strong commitment to excellence in research and teaching. A doctoral degree in a relevant engineering discipline is required. In addition, eligibility for registration as a

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As a service to *CAUT* members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. NW, Washington, DC 20005-3465; tel: (202) 737-5590 or visit www.aaup.org.

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Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration énonçant ces raisons.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. NW, Washington, DC 20005-3465; tél: (202) 737-5590, ou de visiter www.aaup.org.

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BIOMEDICAL SCIENCES – University of Prince Edward Island. The Department of Biomedical Sciences is in an exciting phase of growth and renewal, and is seeking an outstanding leader to be its new Chair. Biomedical Sciences is a multidisciplinary department emphasizing excellence in research and undergraduate instruction (in many areas of strength in the Department include developmental biology, animal behaviour, animal welfare, physiology and pharmacology/toxicology, as well as the integration of research in laboratory and companion animals, aquatic species, and livestock). The successful candidate will have a demonstrated record of leadership. For example, be expected to maintain an independent, externally funded research program, and have the potential to contribute to the QM program. A PhD degree is required; a QM or equivalent degree is desirable. This fulltime tenure-track permanent appointment will be made at the Associate or Full Professor level, depending on experience and qualifications. The position of Chair is for a three-year (renewable) term, which can commence July 1, 2007. Applications will be accepted until February 28, 2007, or until a suitable candidate is identified. Further details about the application process can be obtained at www.upel.ca/humanities. Please send nominations and applications to: Dr. Susan O. Dawson, Acting Chair, Department of Biomedical Sciences, Atlantic Veterinary College, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, Canada, C1A 4P3. Tel: (902) 566-0681; Fax: (902) 566-0832; Email: sdawson@upel.ca. In accordance with Canadian Immigration regulations, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Prince Edward Island is committed to gender equity in employment.

BIORESOURCE ENGINEERING – McGill University. The Department of Biorésource Engineering (www.mcgill.ca/biore) is seeking outstanding individuals for a tenure-track position at the Assistant Professor level (under exceptional circumstances it may be possible to hire at the Junior Associate Professor level). Although the primary area of research is ecological engineering, applicants in other areas of biorésource engineering are also encouraged to apply. For the ecological engineering area, the candidate should have expertise in ecosystem modelling and simulation, ecosystem restoration, or a closely related field. Applicants in other areas such as instrumentation and Control, Agricultural Robotics, Mechanisation, Remote Sensing and Precision Agriculture, etc. should similarly have expertise in one or more closely related fields of study. Applicants are expected to have an earned PhD in an appropriate discipline, and to have an excellent publication record for their level of experience. It is expected that any person hired will develop a strong independent research program supported by external research funds, will collaborate with other researchers, and teach at both the undergraduate and graduate levels. Applicants must be eligible for membership in a Canadian professional engineering association. The following should be included in applications: curriculum vitae, a statement of teaching and research interests, the names of three referees, and copies of several relevant publications. Applications should be mailed to: Dr. K. Kok, Chair, Biorésource Engineering, MacDonald Campus of McGill University, 21111 Lakeshore Blvd., Ste. Anne-de-Bellevue, QC, H9X 3P9, Canada. Deadline for applications is April 15, 2007. A start date of August 1, 2007 is foreseen, although this is flexible. All qualified candidates are encouraged to apply. Canadians and permanent residents of Canada will, however, be given priority. McGill University is committed to equity in employment.

BOTANY – Brandon University. The Botany Department at Brandon University invites applications for a tenure-track faculty position, effective August 1, 2007, subject to budget. A PhD in Botany, Biology or Plant Sciences is required. Duties will include

teaching undergraduate courses in topics areas of plant systematics, plant ecology, general biology, and general botany. The position also provides an opportunity for undergraduate thesis supervision and the development of course(s) in the candidate's field of expertise. The successful candidate will be expected to establish a vigorous research program. The department is equipped to carry out basic and molecular aspects of botanical research. Preference will be given to applicants with a record of publication, teaching experience and superior communication skills. Application deadline: February 28, 2007 or until the position is filled. Salary and Rank. Commensurate with the candidate's qualifications and experience. Please send curriculum vitae, a letter of application, indicate citizenship or Canadian immigration status, transcripts, statement of teaching philosophy, representative samples of research publications and the names and addresses including email of three referees to: Dr. Austin Gulliver, Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9, Canada; Fax: 204-728-7346; Email: gulliver@brun.ca. All qualified candidates are encouraged to apply. However, Canadian Citizens and Permanent Residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

BUSINESS – Bishop's University. The Williams School of Business is currently seeking to fill 10-month Seasonal positions in the areas indicated above. Positions require the teaching of 3 or 4 courses in each of the Fall 2007 and Winter 2008 semesters. Applicants must have, at a minimum, a Master's degree in Business. Teaching experience in the relevant areas is desirable. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Bishop's University is committed to employment equity and encourages applications from women, aboriginal people, people with disabilities and visible minorities. The selection process will continue until positions are filled. All positions are expected subject to budget approval. Please send application, curriculum vitae, and three letters of recommendation to: Prof. Sylvie Beaudet, Dean, Williams School of Business, Bishop's University, 2500 College Street, Sherbrooke, QC, J1M 0C8 Fax No: (819) 822-9720; Phone No: (819) 822-9622; Email: sbeaudet@bushops.ca.

BUSINESS ADMINISTRATION – Memorial University of Newfoundland. Applications are invited for a tenure-track position in the area of strategic management commencing July 2007. While there is a focus to hire at the rank of associate professor or higher, rank and salary will be commensurate with qualifications and experience. The Faculty is also interested in filling the position of Associate Dean Research, and interested applicants may be considered for both positions. The Faculty of Business Administration is placing an increased emphasis on high-quality research. The Faculty expects to launch a doctoral program in Operations and Information Management in September 2007, and plans to expand the program into the areas of Human Resource Management and Financial Management in subsequent years. Successful applicants will be expected to teach at the graduate and undergraduate levels and to conduct research in the related area. Applicants must hold a PhD and have demonstrated teaching excellence and strong scholarly research in a university environment. Applicants (please send in the position of Associate Dean Research) should have a strong research record with experience in accessing research funding from a number of sources (a more detailed description for the position of Associate Dean Research is available on request). Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities. Approximately 200 graduate students, many of whom are part-time, and 1,000 undergraduate students are enrolled in the Faculty of Business Administration. Through its Centre for International Business Studies, the Faculty has an active international exchange program with fourteen European universities, as well as one in Mexico. The Faculty of Business Administration has AACSB International Accreditation. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to dean@business.mun.ca.

UNIVERSITY OF WATERLOO

FACULTY OF ENGINEERING MANAGEMENT SCIENCES

Building on our record of excellence in undergraduate education, Waterloo Engineering is working to become Canada's premier engineering school through its Vision 2010 Strategic Plan. The plan is ambitious, but practical.

The Department of Management Sciences is proud to play a significant role in the Vision 2010 Plan with a new undergraduate program in Management Engineering. This program, unique in Canada, will start in September 2007. Management Sciences will be hiring 13 new faculty members between now and 2010 to accommodate this growth.

Management Engineering integrates the knowledge from traditional areas of industrial and systems engineering, operations research and information systems. It couples this knowledge with the social sciences and tools drawn from management and business.

We now invite applications for three tenure-track/tenured faculty positions at the Assistant, Associate or Full professor level. Faculty members are expected to teach both undergraduate and graduate courses, supervise graduate students, and develop a strong sponsored research program. Candidates with an undergraduate degree in engineering or those who may qualify for registration as a Professional Engineer are preferred.

BEHAVIOURAL SCIENCES

We seek an individual with a Ph.D. in a behavioural science including, but not limited to, organizational behaviour, psychology, sociology, or industrial/systems engineering with interests related to work, technology and organization.

INFORMATION SYSTEMS

We seek an individual with a Ph.D. in information systems with a background in, but not limited to, information science, software engineering, computer science, or industrial/systems engineering. The successful candidate will have interests in the applied use of information theory, systems and/or technology to decisions made by organizations or individuals.

OPERATIONS RESEARCH

We seek an individual with a PhD in applied operations research or management who has interests in both theoretical and applied aspects of probabilistic modelling. The successful candidate will have research and teaching interests in inventory/supply chain management, transportation, energy or health care management.

Applications should include a CV, a statement of research and teaching interests, one or more published or unpublished papers, and the names of at least three references. For more information about the application process, please refer to <http://www.mansci.uwaterloo.ca/> or contact the departmental chair:

Dr. Elizabeth Jewkes
Department of Management Sciences
University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1
emjewkes@uwaterloo.ca

Review of applications will begin by February 28, 2007 and will continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.



BUILDING A TALENT TRUST



www.careers.usalberta.ca

Tier II Canada Research Chair in Mathematics Education

The Department of Secondary Education, University of Alberta invites applications for nomination to a University of Alberta Tier II Canada Research Chair in Mathematics Education. This is a position for an exceptional emerging academic who is committed to enhancing a research community focused on the teaching and learning of mathematics. The position will include research support, a leadership role in the Centre for Mathematics, Science and Technology Education, graduate student teaching and supervision, and some undergraduate teaching.

The Canada Research Chairs Program was established by the Canadian Government to foster world-class research excellence. As stated in the program's Terms of Reference (www.chairs.gc.ca/), "Tier 2 Chairs, tenable for five years and renewable once, are for exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field." Appointment of the successful applicant as a Canada Research Chair is conditional upon review and approval by the CRC Secretariat.

The successful candidate will be within ten years of completing a PhD at the time of nomination and demonstrate an outstanding research record as an emerging scholar. The

candidate will demonstrate organizational leadership, an ability to secure funding, conduct research and publish and share research with both academic and professional communities.

Submit curriculum vitae, a detailed statement of research program, a statement of teaching interests, a sample of published work and a list of four potential referees by March 31, 2007 to:

Dr. Elaine Simmt, Chair
Department of Secondary Education
341 Education South
University of Alberta
Edmonton, AB, Canada T6G 2G5

The Department of Secondary Education is part of one of Canada's largest and most research intensive Faculties of Education with an outstanding history of research in mathematics education. Current major initiatives include: a faculty Centre for Mathematics, Science and Technology Education; an NSERC funded Centre for Research in Youth, Science Teaching and Learning; and the Office for International initiatives which provides opportunities for scholars to work in significant educational development projects around the world.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THOMPSON RIVERS UNIVERSITY

KAMLOOPS, BC

TRU invites applications for the following positions:

FACULTY

● **Psychology Sessional Competition #06-169**

● **Psychology Limited Term Contract Competition #06-170**

● **Human Resource Management Tenure Track Competition #07-001**

Thompson Rivers University (TRU), British Columbia's newest public university, was founded in 1970 as a community college, and through an exciting process of evolution and growth is now a unique, comprehensive university built on 35 years of excellence in post-secondary education and learning.

The spectacular main campus of TRU is located on the south slope of Kamloops, a growing city of 80,000 residents at the centre of BC's southern interior, only four hours from Vancouver. The university has become a vital and integral part of a community and surrounding region that offers recreational, cultural, social and economic benefits that are attracting students and faculty from across Canada and around the world.

With an on-campus population of over 9,000 students, TRU is a primarily undergraduate, teaching-focused university offering over 50 undergraduate and graduate degree options, and more than 40 diploma and certificate programs in academic, applied and professional fields. The expansion of graduate programs, distance and open learning, and the building of strength in a number of research areas are among the priorities of the university in the years ahead.

For further information, please visit our website at www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.



CAREERS CARRIÈRES

COMPUTER SCIENCE — University of Toronto. The Department of Computer Science, University of Toronto, at Scarborough, invites applications for one position at the rank of Assistant Professor or Associate Professor (tenured), to begin July 1, 2007. We are interested in candidates with research expertise in computer systems, including operating systems, networks, distributed systems, databases, programming languages, software engineering and computer architecture. The University of Toronto is an international leader in computer science research and education, and the department enjoys strong interdisciplinary ties to other units within the University. Candidates should have (or be about to receive) a PhD in computer science or a related field, and must demonstrate an ability to pursue innovative research at the highest level, and a strong commitment to graduate and undergraduate teaching. Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer technologies; the department has strong interaction with the computer industry. To apply for this position, please visit <http://recruit.utoronto.edu> and follow the instructions. The review of applications will commence on December 15, 2006 and will continue until the position is filled. To ensure full consideration applications should be received by February 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE — University of Toronto. The Department of Computer Science, University of Toronto, invites applications for a tenure stream appointment at the rank of Assistant Professor, to begin July 1, 2007. We are especially interested in candidates with research expertise in theoretical computer science, computer graph-

ics, and human-computer interaction but we may also consider exceptional applications from candidates in other areas of computer science. Appointments at more senior ranks may be considered in exceptional cases. The University of Toronto is an international leader in computer science research and education, and the department enjoys strong interdisciplinary ties to other units within the University. Candidates should have (or be about to receive) a PhD in computer science or a related field, and must demonstrate an ability to pursue innovative research at the highest level, and a strong commitment to graduate and undergraduate teaching. Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer technologies; the department has strong interaction with the computer industry. To apply for this position, please visit <http://recruit.utoronto.edu> and follow the instructions. The review of applications will commence on December 15, 2006 and will continue until the position is filled. To ensure full consideration applications should be received by February 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE — University of Waterloo. The University of Waterloo invites applications for one or more David R. Chertoff Chairs in Software Systems in the David R. Chertoff School of Computer Science. Candidates at all levels of experience whose research is in the systems area (broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research,

have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2007 calendar year. The positions will be tenured or tenure-track. With over 70 faculty members, the University of Waterloo's David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Wily Software Inc., MapInfo Inc., and Open-

Text Corp. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to cs-recruiting@uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R. Chertoff School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to comment on the applicant's research, teaching, and potential for the position above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

COMPUTER SCIENCE — University of Waterloo. The University of Waterloo invites applications for a tenured or tenure-track faculty position in the David R. Chertoff School of Computer Science, in the area of bioinformatics. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2007 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation

in the area of bioinformatics. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2007 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation

Two Assistant Professors Department of Psychology

The Department of Psychology at Memorial University of Newfoundland invites applications for two tenure-track positions at the rank of Assistant Professor, one in Developmental and one in Neuroscience.

For the position in Developmental Psychology (VPA-PSYC-2006-002), preference will be given to those with research interests and expertise in child and/or infant development. The developmental group has excellent relationships with local schools, hospitals, and daycare facilities.

For the position in Neuroscience (VPA-PSYC-2006-001), preference will be given to those with research interests and expertise in limbic neuroplasticity involved in affective and/or cognitive behavioral neuroscience. The Neuroscience group is part of a larger Behavioural Neuroscience program which has close relations with the Cognitive and Behavioral Ecology Graduate program, the Department of Biochemistry, and the Faculty of Medicine.

For both positions, we are seeking individuals with a strong research and teaching record, appropriate to their academic experience, and strong commitments to teaching, research and the supervision of students. The appointees will be expected to teach at all levels within the Department's program and candidates with an interest and expertise in teaching at the introductory level will be preferred.

Applicants should send a curriculum vitae, a clear, short statement of academic interests, selected reprints, and the names of three referees to Dr. Ian Neath, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, NL, A1B 3X9 or via e-mail to ineath@mum.ca. The appointments will begin on September 1st, 2007, or as soon as possible thereafter and is subject to budgetary approval. The Search Committee will start examining applications on February 8, 2007, and will continue until the positions are filled.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for these positions are invited to include their resume for possible matching with other job opportunities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

ROCHE FELLOWSHIP IN CLINICAL ONCOLOGY

CLINICAL FELLOW IN MEDICAL ONCOLOGY

at Capital District Health Authority, Halifax
An Endowment Fund of Hoffman-LaRoche Limited

The Nova Scotia Capital District Health Authority (Capital Health) and Cancer Care Nova Scotia are seeking applications from qualified medical or surgical specialists, with at least two years of clinical oncology training, for the newly funded Roche Fellowship in Clinical Oncology. The successful applicant will undertake a focused fellowship year of clinical activity and supervised research working within the Division of Medical Oncology in the Department of Medicine at Dalhousie University, and in association with the Capital Health Cancer Care Program. He/she will join a growing team of clinical oncologists and cancer researchers for a one-year term, with the potential to extend the assignment for an additional year.

Capital Health is home to a dynamic team of researchers in various disciplines who are building on existing strengths in basic cancer research, health services and outcomes research and population cancer research in association with Dalhousie University. Dalhousie University has been ranked by *The Scientist* magazine as the best place in the world (outside of the US) to conduct a research career.

The first Roche fellow will hold an appointment in the Department of Medicine at Capital Health and participate as a member of Cancer Care Nova Scotia's Breast Cancer Site Team. He/she will provide clinical expertise in

addition to completing a breast cancer specific research project to be devised according to the successful applicant's interests and expertise and expecting to lead to peer-reviewed publications. The fellow will split his/her time evenly between clinical care provision and research.

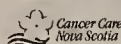
Applications including a CV, an outline of the applicant's research and career goals, and the names and addresses of three referees should be sent to the Chair of the Roche Clinical Fellowship Selection Committee, Room 506, Bethune Bldg, 1278 Tower Road, Halifax, NS, Canada, B3H 2Y9.

Telephone: (902) 473-4625

Fax: (902) 473-4982

Email: vina.moses@cans.nshealth.ca

The closing date for receipt of application is March 31, 2007. Due to the collaborative nature of this initiative, an applicant's CV may be shared with other clinical and administrative leaders within the Dalhousie University community.



All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Capital District Health Authority and Cancer Care Nova Scotia are Employment Equity/Alternative Action employers. Applications are encouraged from qualified people, persons with a disability, racially visible persons and women.

NEUROBIOLOGIST



The Department of Cell Biology & Anatomy and the Hotchkiss Brain Institute invite applications for a limited term academic position in Neurobiology, at the Associate Professor level or higher. This individual will be expected to develop an independent research program. Duties include teaching in the undergraduate programs taught within the Faculty of Medicine, as well as opportunities for supervising graduate students.

Qualifications include a PhD in Neurobiology and demonstrated expertise in the area of primary neuronal and glial culture, viral constructs (Adeno, Lenti), confocal and fluorescent microscopy, electron microscopy, immunoelectron microscopy and RNA manipulation techniques.

Please submit a curriculum vitae, a statement of research interests, recent reprints, and the names of three referees by March 9, 2007 to:

Dr. Naveed I. Syed
Professor and Head
Department of Cell Biology & Anatomy
University of Calgary
3330 Hospital Drive N.W.
Calgary, AB T2N 4N1, Canada

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

Faculty Positions

We have excellent teaching opportunities available in 2007.

University Level Programs

Business Administration & Commerce
Communications
History
Humanities
Nursing
Psychology
Science
Social Sciences
Spanish
Teacher Education
Visual Art

Certificate & Diploma Programs

Disability and Community Studies
Theatre Studies
Music

Apprenticeship and Technology

Check out our website www.rdc.ab.ca for our current postings and sign up to be notified of all our future postings.



Our Vision and Mission:

• Our Vision — To be the leading comprehensive college serving learners and communities through excellence and innovation.
• Our Mission — The people we serve will have a foundation of knowledge and skills which enables them to develop to their full potential.

We're Growing!

• The largest growth project in our history is underway! Major expansions in facilities, learning programs, services to students and financial supports to learning are integral to our growth. The process to become a degree granting institution is also underway with plans to offer exciting new degrees.
• We continue to offer a diverse selection of programs including applied degrees, degree completion, university transfer, certificates and diplomas, academic upgrading, trades and industrial training, distance learning, continuing and part-time learning, as well as international learning opportunities.

Making a Difference:

• Enjoy a positive working environment with small class sizes, dedicated colleagues and an excellent professional development program.

Quality of Life:

• Our vibrant city is ideally located between Edmonton and Calgary with access to the province's major universities, arts and cultural events, and the Rocky Mountains.
• Our parks, hiking and biking trails, sports complexes, schools and beautiful outdoor facilities make Red Deer a great place to settle in and call home.

For more information on Red Deer, visit the tourism website at www.tourismredder.net.

Human Resources
Red Deer College
Box 5005
Red Deer, Alberta T4N 5H5
Fax: (403) 342-3161
Email: hro@rdc.ab.ca



At Red Deer College we are proud to be...

growing learning living our values

CAREERS CARRIÈRES

In pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor. This policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., MapInfo Inc. and Open Text Corp. Please see our website for more information: <http://www.us.uwaterloo.ca>. Applications should be sent by electronic mail to co-ordinating@uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R. Chertoff School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples,

and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ COMPUTER SCIENCE – University of Waterloo, The David R. Chertoff School of Computer Science (<http://www.us.uwaterloo.ca>) at the University of Waterloo invites applications for one or more tenure-track faculty positions in quantum computing. Successful applicants will be appointed to the David R. Chertoff School of Computer Science and will be members of the Institute for Quantum Computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2007. Interested individuals should send a curriculum vitae, up to three selected reprints/preprints, and the names and addresses of three referees by electronic mail to co-ordinating@uwaterloo.ca or by post to: Chair, Advisory Committee on Ap-

pointments, David R. Chertoff School of Computer Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is February 28, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

D

■ DERMATOLOGY – University of British Columbia, The University of British Columbia, Department of Dermatology and Skin Science invites applications for a full time Research Associate position. This position involves full-time research on the immunology of the skin. The research will focus on the cellular mechanisms of topical modulation of skin immune responses. The applicant should have at least 5 years post-PhD research experience in cutaneous immunology and be familiar with the investigative techniques required for human and animal model-based skin research, including sample collection and processing. The work will require,

at a minimum, experience with flow cytometry, immunohistochemistry, cellular and molecular immunology techniques and demonstrated experience using murine models. The applicant will be expected to establish an independent research program. Salary will commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canadians and permanent residents will be given priority. The deadline for applications is February 28, 2007. Please submit a letter of application, C.V., and a statement of areas of expertise and strengths, and names of two references to: Dr. Jan Dutz, Department of Dermatology and Skin Science, 835 West 10th Ave., Vancouver, BC V6Z 4E8. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian law requires that Canadians and Permanent Residents of Canada be given priority.

■ DRAMA & SPEECH COMMUNICATIONS – University of Waterloo, The Department of Drama and Speech Communication at the University of Waterloo invites applications for a tenure-track position in Drama beginning July 1, 2007. Based in a liberal arts faculty which has a high reputation for high national and international standards, the Drama program provides an equal balance between courses in theatre performance studies and theatre practice. Teaching areas include: Dramatic Literature, Theatre History, Theatre Criticism, Performance Theory, Dramaturgy, Theatre and the New Media, Acting, Directing, Designing, and Stagecraft. The Department presents 3-4 midsize productions annually, in addition to several student-initiated projects. The successful candidate must have the demonstrable capacity to teach classes in both theatre performance studies and theatre practice. In addition, the candidate must have a strong research profile, either as an academic researcher or as a studio researcher, with evidence of ongoing research activity. Proof of strong interpersonal skills is also required. PhD, or an MFA/MSc with equivalent professional theatre experience, will be considered. Evidence of teaching excellence is a considerable asset. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified

individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment will remain open until a suitable candidate has been hired. Send letters of application, complete CV, and names of three referees to: Professor Gerd Hauke, Chair, Department of Drama and Speech Communication, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1; www.drama.uwaterloo.ca. Application deadline: February 28, 2007.

E

■ EARTH & ATMOSPHERIC SCIENCE – Grant MacEwan College. Grant MacEwan College invites applications for a continuing position in Earth and Atmospheric Science commencing July 1, 2007. The candidate must have a PhD (or solid indication of completion) in Earth & Atmospheric Science or a related area and must demonstrate excellence or clear promise of excellence in teaching. A commitment to research is expected. Applicants from all areas are welcome but particular attention will be given to those with a specialization in Geology. Applicants should have fluent written and oral communication skills in English. Applicants should submit a curriculum vitae, recent teaching evaluations, and graduate transcripts to the address below. Quote Competition No. 06.12.277. Send all application materials: Human Resources Department, Grant MacEwan College, City Centre Campus, 7305, 107th Ave. Edmonton, AB T5J 4S2; Fax: (780) 497-5430; Phone: (780) 497-5434; Email: careers@macowen.ca. For more information, please contact Dr. Shelley Lomier at lois@macowen.ca or (780) 497-4653 or visit http://www.macewan.ca/web/artssci/faculty_artssci_artssci. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Consideration of applications will commence in February 2007 and will continue until the position is filled. For further information about this employment opportunity, please refer to our website at www.macewan.ca/faculty.

■ EARTH SCIENCES – Carleton University. The Department of Earth Sciences at Carleton University invites applications for a tenure-track faculty position at the rank of Assistant Professor. The position is to begin July 1, 2007. Applicants should have a PhD in Earth Sciences and possess demonstrated expertise and experience in one or more of the following areas: petrology (igneous or metamorphic) and/or mineralogy, with a solid commitment to field-based research. The successful candidate will have demonstrated excellence in both teaching and research, and will be expected to develop a strong, externally funded research program, supervise students, and develop and teach undergraduate and graduate courses. The Department, together with Earth Sciences at the University of Ottawa, forms the core of the Ottawa-Carleton Geoscience Centre (OCGC), a research and graduate institution (<http://www.earthsci.carleton.ca/DCGC/index.html>). Available research facilities include stable and radiogenic isotope laboratories, XRF, ARA, a SEM/EDS microprobe laboratory, and ICP-OES. As Canada's national capital, Ottawa houses many federal government research institutions, notably the Geological Survey of Canada, part of Natural Resources Canada. The Department of Earth Sciences benefits from collaborative research opportunities with federal government scientists in the latter institutions. Applications are to include a curriculum vitae, a teaching dossier, a statement of teaching and research interests, and the names and addresses (including email addresses) of three referees. Applications should be sent to: Dr. John Blenkinsop, Chair, Department of Earth Sciences, Carleton University, 125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Fax: (613) 520-5813; Email: chair@earthsci.carleton.ca. Consideration of applications will begin on February 13, 2007 and continue until the position is filled. Carleton University is strongly committed to fostering diversity within its faculty and to a culture of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ EDUCATION – University of Victoria. The Department of Curriculum & Instruction invites applications for a tenure-track faculty position at the rank of Assistant Professor. The position is to begin July 1, 2007. Applicants should have a PhD in Education and possess demonstrated expertise and experience in one or more of the following areas: curriculum development, assessment, and/or educational research. The successful candidate will have demonstrated excellence in both teaching and research, and will be expected to develop a strong, externally funded research program, supervise students, and develop and teach undergraduate and graduate courses. The Department, together with the University of Victoria, forms the core of the Victoria-University of Victoria Centre for Educational Research and Innovation (VUCERI), a research and graduate institution (<http://www.vuceri.ca>). Available research facilities include a curriculum development laboratory, a teaching dossier, and the names and addresses (including email addresses) of three referees. Applications should be sent to: Dr. John Blenkinsop, Chair, Department of Curriculum & Instruction, University of Victoria, 1800 ST. JAMES ST. W., Victoria, BC V8W 2Y2, Canada; Fax: (250) 721-5813; Email: chair@curriculum.uvic.ca. Consideration of applications will begin on February 13, 2007 and continue until the position is filled. Carleton University is strongly committed to fostering diversity within its faculty and to a culture of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.



QUEEN'S UNIVERSITY Kingston, Ontario, Canada

Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION: Queen's School of Business is one of the world's premier business schools. It has an outstanding reputation for innovation and a rich tradition of research excellence. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has also gained international recognition for its MBA and open-enrollment executive education programs. *Business Week* ranks Queen's full-time MBA for Science & Technology #1 in Canada and #1 outside the U.S., Queen's Executive MBA #1 in Canada and #21 in the world, and Queen's Executive Development Centre #1 in Canada and #10 in the world. *Financial Times* also ranks Queen's among the best business schools in the world. Queen's School of Business is also home to the Queen's

Centre for Business Venturing, the Queen's Centre for Corporate Social Responsibility and the Monieson Centre, a global leader in research of knowledge-based enterprises. Queen's School of Business is fully accredited by the AACSB (The Association to Advance Collegiate Schools of Business) and the Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY: Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the *Report on Business*, *Chatelaine* and the *Imperial Oil Review*.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at www.queensu.ca/qufa. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2007, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

**Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall - Rm. 346
Kingston, Ontario K7L 3N6**

www.business.queensu.ca

Two Positions Faculty of Arts

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to nearly 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With over 170 regular faculty members in 14 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting over 3,500 registered students with declared majors or minors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books and the CFI-funded Digital Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. Please see www.mun.ca/faculty. **NOTE: All applications should quote the appropriate position number as listed in each case.**

Women's Studies Program Senior Appointment Position#: VPA-ARTO-2006-001

The Women's Studies Program, an interdisciplinary program within the Faculty of Arts, is seeking an established feminist scholar at the rank of Associate or Full Professor. Areas of specialization might include feminist epistemology, methodology, queer theory, masculinities, feminist political theory, theories of difference, or those which otherwise complement program strengths. Candidates should be prepared to teach graduate level courses in feminist theory and methodology. The successful candidate will provide enthusiastic leadership in facilitating the creation of a restructured Women's Studies unit, helping develop existing strengths, and guiding initiatives that include: curriculum review and development, graduate program growth, and the establishment of an undergraduate Major. Candidates should have an established record of feminist research, expertise in feminist theory and methods, a record of teaching effectiveness with undergraduate and graduate students, and administration and leadership experience. Applicants can learn more about Women's Studies at www.mun.ca/womenstudies. Please submit applications to Dr. Reta Tremblay, Dean, Faculty of Arts, Room #A4049, Arts and Administration Building, Memorial University, St. John's, NL A1C 5S7, Phone: (709) 737-8254; Fax: (709) 737-2135; E-mail: deanarts@mun.ca; accompanied by current curriculum vitae, a teaching dossier, a research dossier, and the names and addresses of three persons who can supply a letter of reference. Applications should reach the Dean, Faculty of Arts, no later than March 15, 2007.

Department of Political Science Head of Department Position#: VPA-POSC-2006-006

The department invites applications for Head of Department. The area of specialization within the discipline is open. The successful candidate is expected to have a record of academic leadership, excellence in teaching and research, experience with undergraduate and graduate programs and an active research program. The department is presently undergoing a process of renewal associated with retirements and new hires. Similarly, the anticipated growth of graduate studies within the university will provide new opportunities for the department's graduate program. The new Department Head will thus be able to play a key role in the growth and future direction of the department. Applicants can learn more about the Department at www.mun.ca/posc. Please submit applications to Dr. Keith Storey, Chair, Headship Search Committee, c/o Department of Political Science, Memorial University, St. John's, NL A1B 3X9, Phone: (709) 737-8179; Fax: (709) 737-4000; E-mail: poscsci@mun.ca; accompanied by current curriculum vitae, a teaching dossier, a research dossier, and the names and addresses of three persons who can supply a letter of reference. Letters of application should specifically address the qualifications and experience that make the applicant a suitable candidate for the position of Head and well qualified for a tenured senior position in the department. The term of office for Heads is three years, normally renewable once following review. Applications should reach the Chair of the Search Committee no later than March 15, 2007.

The positions described above will normally commence on July 1, 2007, subject to budgetary approval. Appointment will be made at the rank of Associate Professor or Professor.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

of secondary school studies education. The Department of Curriculum and Instruction welcomes diverse applicants to theory and practice in the area of secondary school studies pedagogy. The University of Victoria is proud of its research culture; there is, therefore, the expectation that all faculty members will make strong contributions to research, scholarship and professional activities. The Faculty of Education supports a collaborative work environment that emphasizes excellence in teaching and active participation in teacher education and graduate studies. See <http://www.educ.uvic.ca/edec/E2/FAC.htm> for a sense of the resident faculty and their research interests. Responsibilities will include: 1) Teaching courses in secondary school and middle or elementary school studies, and other related areas; 2) Developing and maintaining a program of research, scholarship, and professional contributions; 3) Participating in committees and in community service. Qualifications & Experience: 1) A PhD or EdD completed (or near completion) in Social Studies Education or related field with a strong emphasis in Social Studies Education; 2) An active research agenda; 3) Successful school teaching experience; 4) A strong commitment to equity and social justice. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply. However, in accordance with Canadian Immigration requirements, Canadian and permanent residents will be given first priority. Effective date of appointment will be July 1, 2007. Applicants should include curriculum vitae and only the names and addresses of three referees. No letters of reference need be included at this time. Deadline for receipt of applications: March 15, 2007. To: Dr. Larry O. Yore, Chair, Department of Curriculum and Instruction, Faculty of Education, University of Victoria, P.O. Box 3810, Victoria, BC, V8W 3N4. Fax: 250-472-4516; hr@educ.uvic.ca; edec@educ.uvic.ca.

those duties normally consist of teaching and related professional and administrative activities. Lecturers are reviewed for promotion to a continuing or tenured position in the fifth year of appointment. (See the following link for more detail about the promotion process: www.dutoronto.ca/govern/pap/policies/acadapp.htm#Anchor_TEACHIN_404522). The Department currently ranks among the top ten in North America and attracts outstanding undergraduate and graduate students, has excellent facilities, and is ideally located in the middle of a vibrant cosmopolitan city. Additional information can be found at: www.ece.utoronto.ca. Applicants should provide curriculum vitae, and a teaching dossier (including a statement of teaching philosophy and interests). They should arrange to have three confidential letters of recommendation sent on their behalf to: Professor Jonathan Ross, Chair, The Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, Canada, M5S 3G4. You may send your material to the address above or to eceselection@ece.utoronto.ca. If you are submitting your application electronically please use Adobe Acrobat PDF documents. All application documents must be received by March 1st, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, priority will be given to Canadian Citizens and Permanent Residents.

ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought! In most areas of computer engineering, software engineering, and nanotechnology engineering, and the areas of VLSI circuits, information security, photonics, MEMS, signal/image processing, and quantum computing, the areas of electrical and computer engineering will also be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca/applications>. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a P.Eng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 full-time members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 200 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Com-

puter Science), Mechanical Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous Intellectual Property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance and are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://www.eceadmission.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, persons with disabilities, visible minorities, and persons with disabilities. Candidates will be consid-

ered for a Tier 2 Canada Research Chair. The ESCE Department, <http://www.ece.uwaterloo.ca>, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computing. Information about IQC activities can be found at www.iqc.ca or by contacting Prof. Raymond Laflamme (rlaflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UWater Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://www.eceadmission.uwaterloo.ca/DACA>. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, persons with disabilities, visible minorities, and persons with disabilities. Applications will be accepted until the position is filled.

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TENURE TRACK FACULTY POSITIONS

Lakehead University seeks applicants to fill appointments in the following areas to commence August 1, 2007:

Clinical Psychology

One or two candidates with teaching and research interests in any area of Clinical Psychology (Child/Adult) or Clinical Neuropsychology and one or two candidates with teaching and research interests in Developmental, Social or Community Psychology.

Forest Sciences

One candidate with capabilities in either Forest Sector or Sustainable Forestry Under Climate Change.

Social Work

One candidate with an excellent practice, research, and teaching track-record in the area of clinical practice, social policy or community development.

Controls Engineering

Two candidates in the broad fields of Computer Architecture and Systems and Digital System design with emphasis on design for testability or biomedical applications, and communication systems and communication networks.

Public Health

Two candidates whose primary field of research is in Public Health. Research related to Aboriginal or Northern/Rural health issues would be an asset.

Business Organizations

Two candidates in any of the following areas for our Orillia campus: Accounting, Finance, Human Resources Management/Organizational Behaviour, Management, and Marketing.

Education

Three candidates with documented evidence of successful teaching and research in either of: Early Literacy, Educational Administration, Educational Psychology, Environmental Education or Sociology of Education.

For detailed information concerning each of these positions, please visit our website at <http://hr.lakeheadu.ca/employment.php>.

Please continue to consult our website for information concerning additional tenure track positions being offered at both the Thunder Bay and Orillia campuses, in the areas of Kinesiology, Nursing, Outdoor Recreation, Parks and Tourism, Electrical Engineering, Operations Management, Canadian History, English, Political Science, Women's Studies, and Interdisciplinary Science and Environmental Studies.

www.lakeheadu.ca | www.thunderbay.ca

OPPORTUNITIES BY THE BAY



Lakehead University is emerging as one of Canada's most exciting small comprehensive universities. On the shores of majestic Lake Superior, our lively city offers all-season recreational activities, scenic wonders, and a wealth of amenities and cultural events. A superior opportunity in the 'city by the bay' awaits you!

Rank of appointment is dependent on qualifications, teaching, and research experience. Successful candidates are expected to initiate vigorous externally funded research programs and participate in graduate programs. All applicants should hold an earned Ph.D. in a relevant discipline by time of appointment unless otherwise specified.

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications, and contact information for three referees, to:

Dr. Laurie S. Hayes, Vice-President (Academic) and Provost, Lakehead University
955 Oliver Road, Thunder Bay, ON P7B 5E1 e-mail: admin@lakeheadu.ca

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at: <http://hr.lakeheadu.ca/pdf/Immig.pdf>

Review of applications will begin immediately and continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

Lakehead
UNIVERSITY



Inspiring Minds

Assistant Professor Host Pathogen Interaction/ Molecular Pathogenesis

Dalhousie University is inviting applications for a full-time, probationary tenure-track faculty position in the Department of Microbiology and Immunology, Faculty of Medicine. The position is at the level of Assistant Professor and the appointed individual will be expected to develop a research program in molecular pathogenesis and/or host pathogen interactions. The applicant should be able to teach undergraduate students in the areas of human microbiology and molecular bacterial pathogenesis. In addition, they will supervise graduate students within the Department. The in vivo study of host-pathogen interactions is encouraged.

Dalhousie University is a research-intensive university located in the historic port city of Halifax. It is a cosmopolitan city embracing culture and excellence in art and music (www.halifaxinfo.com). The Department of Microbiology and Immunology enjoys a vibrant and collegial atmosphere, where collaborations between disciplines is encouraged and supported. Areas of research include cancer cell biology, vaccinology, infection, immunity and inflammation. Information on faculty research interests can be found at <http://microbiology.medicine.dal.ca>. Core research facilities are well equipped and include a state-of-the-art proteomics facility, DNA sequencing, a digital electron microscope, several confocal microscopes, flow cytometers, magnetic imaging, combinatorial chemistry, and a well-maintained vivarium.

Applicants must have a Ph.D., M.D., or equivalent degree along with extensive postdoctoral experience. They should have demonstrated their potential to conduct independent research and have strong teaching skills. The successful applicant will also be expected to develop a competitive research program and to collaborate effectively with other faculty members. Closing date for applications is March 31, 2007.

Please send curriculum vitae, a two-page description of proposed research, statement of teaching interests and arrange to have three letters of reference (at least two of whom must be academic referees) sent under separate cover to:

Christine Anjoski, Administrator
Department of Microbiology and Immunology
Dalhousie University
5850 College St., Halifax, Nova Scotia, Canada B3H 1X5
Email: canjoski@dal.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

CAREERS CARRIÈRES

Concordia University Faculty of Arts and Science

Discover our commitment to curiosity, diversity and quality. Discover Concordia.

The Faculty of Arts and Science invites applications for the following full-time, limited-term appointments. Please send your application to the appropriate department contact c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8. Applications should consist of a cover letter, a current *curriculum vitae*, a statement of teaching interests, and evidence of teaching effectiveness. Candidates should arrange for three letters of reference to be sent directly to the department contact.

APPLIED HUMAN SCIENCES (AHSC)

The Department of Applied Human Sciences invites applications for up to four limited-term appointments in one or more of the following areas: human systems intervention (undergraduate and graduate), human relations, therapeutic recreation, and leisure sciences. A PhD in a relevant social science discipline is required and advanced professional training in human relations and group process intervention is an asset for the first two positions. A PhD in recreation and leisure or related discipline is required for the third and fourth positions.

Dr. Vardo Mann-Feder, Chair, Applied Human Sciences
vardo@alcor.concordia.ca
http://artsandscience1.concordia.ca/ahsc

BIOLOGY

The Department of Biology invites applications for one limited-term appointment in the area of cell and molecular biology. The successful candidate will be expected to teach lecture and laboratory courses in cell and molecular biology at both the intermediate and advanced levels, plus introductory courses in general biology. Applicants should have a PhD and relevant teaching experience.

Dr. Jim Grant, Chair, Department of Biology
grant@alcor.concordia.ca
http://artsandscience1.concordia.ca/biology

CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach analytical chemistry at all levels, but primarily at the undergraduate level. Applicants should have a PhD in the analytical chemistry area, formal teaching experience at the University level, and a strong commitment to undergraduate education. The candidate will be expected to participate in undergraduate laboratory supervision and to take part in curriculum development.

Dr. Marcus F. Lawrence, Chair, Department of Chemistry and Biochemistry
lawrence@alcor.concordia.ca
http://artsandscience1.concordia.ca/chem/

CLASSICS, MODERN LANGUAGES AND LINGUISTICS

The Department of Classics, Modern Languages and Linguistics invites applications for up to seven limited-term appointments: 1. Latin language and literature; 2. German language and culture; 3. Modern Arabic language and culture; 4. Modern Chinese language and culture; 5. Spanish language and culture; 6. Linguistics, semantics and related areas (syntax and pragmatics); 7. Linguistics, morphology and/or experimental linguistics.

Dr. Brad Nelson, Chair, Classics, Modern Languages and Linguistics
bnelson@alcor.concordia.ca
http://artsandscience1.concordia.ca/cml

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for three limited-term appointments in two broad areas: (a) communication, rhetoric, and cultural studies and (b) media production. Qualified applicants should have a PhD or MFA as appropriate in communication or a related discipline. For a list of specific areas of required expertise, consult our Website at: <http://artsandscience1.concordia.ca/employment/>.

Dr. Maurice Charland, Chair, Communication Studies
maurice.charland@concordia.ca (inquiries only - e-mail applications will not be accepted)
http://artsandscience1.concordia.ca/comm

ECONOMICS

The Department of Economics invites applications for up to two limited-term appointments. Candidates should have a completed, or near completed, PhD and should be capable of teaching undergraduate courses in some of the following areas: Introductory and Intermediate Theory, Statistics, Uses of Economic Data, Canadian Economic Policy, and International Economics. All application materials and any inquiries may be directed to:

Dr. William Sims, Chair, Department of Economics
econlt@alcor.concordia.ca
http://artsandscience1.concordia.ca/economics

EDUCATION

The Department of Education invites applications for up to nine limited-term appointments in the following programs: Educational Technology (ETEC), Educational Studies (ESTU), English as a Second Language (ESL), Teaching English as a Second Language (TESL) and Child Studies and Early Childhood and Elementary Education.

For all positions, candidates must have relevant teaching experience. For complete details and required qualifications, please visit the Faculty's Website at <http://artsandscience1.concordia.ca/employment/>.

Professor Ellen Jacobs, Chair, Department of Education
jacobs@education.concordia.ca
http://doe.concordia.ca

ENGLISH

The Department of English invites applications for up to eight limited-term appointments in the following areas: Postcolonial, Canadian, Renaissance, 18th century British, Irish Writing, Creative Writing (Poetry and/or Prose), and Composition.

Successful candidates in each area except for Creative Writing will have a PhD or one very close to completion. Teaching experience and relevant publications are assets. Experience in professional writing is an asset for the position in Composition.

Publications and teaching experience are required for the position in Creative Writing.
Dr. Marcie Frank, Chair, Department of English
mafrank@alcor.concordia.ca
http://artsandscience1.concordia.ca/english

ÉTUDES FRANÇAISES

Le département d'études françaises sollicite des candidatures à un poste éventuel à durée déterminée. Les qualifications recherchées sont un PhD terminé ou en cours en linguistique avec une spécialisation en didactique du français langue seconde et un intérêt pour le traitement automatique des langues et l'analyse du discours; une expérience de l'enseignement universitaire, des publications et une aptitude au travail d'équipe.

Dr. Dillivier Dyens, Directeur, département d'Études françaises
odyens@alcor.concordia.ca
http://français.concordia.ca

HISTORY

The Department of History invites applications for two limited-term appointments, one in Canadian history and the other in American history. In each case, the successful candidate will teach introductory courses, as well as more advanced ones connected with their research interests or the strengths of the department. Preference will be given to candidates with completed PhDs and teaching experience.

Dr. Ronald Rudin, Acting Chair, Department of History
histjobs@alcor.concordia.ca
http://artsandscience1.concordia.ca/history

JOURNALISM

The Department of Journalism invites applications for three limited-term appointments in these areas: Computer-Assisted Reporting; Broadcast Journalism; Print Journalism (teaching reporting, writing and copy editing). The ideal candidates would have at least five years of relevant professional experience, prior university-level teaching experience and a graduate degree in a related field.

Dr. Mike Gasher, Chair, Department of Journalism
gashmj8590@yahoo.ca (inquiries only)
http://journalism.concordia.ca

LIBERAL ARTS COLLEGE

Liberal Arts College invites applications for two limited-term appointments, one in Modes of Expression and Interpretation and one in Structure and Dynamics of Western Civilization. Candidates for both positions will be expected to cover biblical/classical antiquity through the present. Candidates will be rooted in a discipline, experienced in teaching great books, and have the range of competence to handle the diverse materials of College seminars. For a more detailed description, please visit the Faculty's Website at <http://artsandscience1.concordia.ca/employment/>.

Dr. Geoffrey Fidler, Acting Principal, Liberal Arts College
gfidler@alcor.concordia.ca (inquiries only)
http://artsandscience1.concordia.ca/liberal_arts_college/

MATHEMATICS AND STATISTICS

The Department of Mathematics & Statistics is seeking applications for up to three limited-term appointments to teach courses in areas that include: Analysis, Numerical Analysis, Dynamical Systems, Optimization and Probability. In addition, one extended-term appointment (3 years) is available in Statistics. Requirements for the positions are a PhD and evidence of excellence in teaching ability.

Dr. Y.P. Chaubey, Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca
http://www.mathstat.concordia.ca

PHILOSOPHY

The Department of Philosophy invites applications for two limited-term appointments. The first has an AOS in philosophy of mind and action. The second, also, involves undergraduate teaching of, e.g. introduction, critical thinking, ethics, epistemology, metaphysics, and some higher level courses.

Dr. Christopher Gray, Chair, Department of Philosophy
graycb@alcor.concordia.ca (inquiries only)
http://artsandscience1.concordia.ca/philosophy

POLITICAL SCIENCE

The Department of Political Science invites applications for six limited-term appointments. One of these positions is in Political Theory; two are in Comparative Politics; and three are in International Relations. Subfield specializations are open. Candidates will be expected to teach introductory and advanced undergraduate courses.

Dr. Peter Stoett, Chair, Department of Political Science
pstoett@alcor.concordia.ca (inquiries only)
http://politicalscience.concordia.ca

PSYCHOLOGY

The Department of Psychology invites applications for eight limited-term appointments. Applicants capable of teaching in all areas of psychology will be considered. The ability to teach history and/or statistics is a particular asset. Although limited-term appointments are primarily teaching positions, there are still opportunities for research collaborations with the department's 39 tenure-track faculty.

Dr. June Choikelson, Chair, Department of Psychology
psyce@alcor.concordia.ca
http://artsandscience1.concordia.ca/psyc

RELIGION

The Department of Religion invites applications for three limited-term appointments. Candidates for the Christianity or Judaic Studies positions should have particular expertise in the social and/or cultural history of Christianity or of Judaism; candidates for the Hindu Studies position should have expertise in both the religious & philosophical aspects of the Hindu tradition. Candidates should hold a doctorate and have teaching experience.

Dr. Norm Joseph, Chair, Department of Religion
nojo@alcor.concordia.ca (inquiries only)
http://artsandscience1.concordia.ca/religion/reli.html

SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for six limited-term appointments: five (5) in Sociology: Classical, Contemporary Theory; Gender, Society; Family; Social Problems; Statistics I, II; Research Methods; Political Sociology. One (1) in Anthropology: Theory, introduction to Culture, Consumption. PhD in the discipline is an asset.

Dr. Frances M. Shover, Chair, Department of Sociology and Anthropology
sachair@alcor.concordia.ca
http://artsandscience1.concordia.ca/SocAnth/sa_hm.html

THEOLOGY

The Department of Theological Studies invites applications for one limited-term appointment in Christian spirituality, examining historical and contemporary practices, both personal and communal, within a religious tradition. A secondary expertise in systematic theology is necessary. Applicants must have a completed or near completed PhD.

Dr. Pamela Bright, Chair, Department of Theological Studies
brightp@alcor.concordia.ca
http://theology.concordia.ca/

These positions are subject to budgetary approval and need, and are full-time, limited-term appointments, normally at the rank of Lecturer or Assistant Professor, beginning **August 15, 2007** and ending **May 31, 2008**. Successful candidates will normally be expected to teach three courses per semester. Under the provisions of the current CUFA collective agreement, these positions may be renewed twice subject to continued need.

All inquiries about specific positions should be directed to the appropriate department contact. Review of applications will begin as they are received and will continue until the required position has been filled. **All applications should reach departments no later than March 15, 2007.**

For additional information please visit our Website at: <http://artsandscience1.concordia.ca/>

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

www.concordia.ca



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CAREERS CARRIÈRES

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship. The Faculty includes the departments of Dance, Design, Film, Music, Theatre, and Visual Arts, and a program in Fine Arts Cultural Studies. Further information about the Faculty can be found at www.finearts.yorku.ca

The Faculty of Fine Arts invites applications for **full-time tenure-track** and **contractually limited** appointments in the following departments/program. Salaries will be commensurate with qualifications and experience. Full position details can be viewed by clicking on Academic Positions at www.yorku.ca/acadjobs. All positions commence July 1, 2007 (unless otherwise indicated) and are subject to budgetary approval. The deadline for receipt of completed applications is **February 15, 2007**. Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Faculty of Fine Arts

DEPARTMENT OF DESIGN

The Department of Design provides leadership and excellence in design education and design research in Canada. The York/Sheridan Joint Program in Design was the first program in Ontario to offer the Bachelor of Design Honours Degree (BDes(Hons)). The York Master of Design (MDes) program is the first master's degree program in design in Ontario. The BDes(Hons) curriculum focuses upon all aspects of design studies, visual communication design, information design and interactive multimedia. The MDes focuses on contemporary research in support of excellence in design.

Graphic Design/Visual Communication – Print Oriented

Applications are invited for a nine-month contractually limited appointment at the Sessional Assistant Professor level in Graphic Design/Visual Communication (print oriented), with undergraduate teaching and administrative responsibilities, effective August 15, 2007. This position requires a print-based designer/educator with extensive art direction/creative direction experience. The applicant should have a strong national and international design awards record, and a strong industry and media network. Teaching responsibilities will include undergraduate practicum courses in three or more of the following areas: Design Fundamentals, typography, Editorial Design, Book Design, Typeface Design, Communication Design, Package Design. Applicants are expected to have a completed master's degree or a bachelor's degree with significant record of creative achievement.

Applicants should submit a letter of application stating their interests and experience in areas of print-based Graphic Design/Visual Communication, examples of creative work (6 to 10 projects) on CD/DVD or online, statement of research/creative and teaching interests, examples of students' work (if available), a curriculum vitae, and three letters of reference to: Design Search Committee, Attn: Barb Batke, Administrative Assistant, Department of Design, 4009 TEL Building, Tel: 416.736.2100, x77434. Fax: 416.736.5450. E-mail: bbatke@yorku.ca Website: www.design.yorku.ca

FINE ARTS CULTURAL STUDIES PROGRAM

The Fine Arts Cultural Studies Program (FACS) focuses on the fine, performing and new media arts and offers a unique opportunity to explore them from various interdisciplinary perspectives. Courses consider relationships between the arts, the artistic forms that may emerge when boundaries are blurred, and the place of the arts in both local and global contexts. The program currently has 300 majors and offers BA, BA Honours, BA Interdisciplinary Honours Double Major, and Honours Minor in Fine Arts Cultural Studies. A BA Digital Media will begin in 2008, and plans for a graduate program are underway.

Interdisciplinary Fine Arts

Applications are invited for a tenure-track appointment at the Assistant Professor level in Interdisciplinary Fine Arts. The program seeks applicants with proven expertise in at least two disciplines drawn from dance, design, film, music, theatre or another related arts discipline. Strength in popular/world music would be an asset. The successful candidate will have the ability to examine and contextualize his/her areas of expertise across the fine and popular performing and new media arts using interdisciplinary methodologies, and will engage in the development of theories and practices that provide the intellectual foundations of cultural studies in a popular and fine arts context. The candidate will be required to contribute to teaching at a variety of levels, from a large, interdisciplinary course at the first-year level to participating in the development of a graduate program in Fine Arts Cultural Studies, and teaching at the graduate level. Applicants must have a PhD, a recognized record of scholarly research and the ability to demonstrate excellence in teaching. Evidence of a studio-based practice will be taken into account. Experience teaching large lecture classes as well as seminar courses will be an asset. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies.

Qualified applicants are invited to submit a letter identifying their research and teaching interests and indicating how these might be compatible with the Fine Arts Cultural Studies program, together with a curriculum vitae, a one-page statement of teaching philosophy, and the names of three referees to: Ms. Christine Gooljar, Administrative Assistant, Fine Arts Cultural Studies, Room 283, Winter College. Tel: 416.736.5822. Fax: 416.650.8034. E-mail: cgooljar@yorku.ca

DEPARTMENT OF VISUAL ARTS

One of Canada's premier centres for the study and creation of visual art, York's Visual Arts Department offers comprehensive programs of study in Art History and Studio Art, leading to the BA, BA Honours, BFA Honours, MA and MFA degrees. Studies courses span a wide range of visual cultures and traditions, including western and non-western art history, art criticism, theory and policy, and material and theme-based studies. Research resources include an outstanding collection of contemporary art by Canadian and international artists, a large visual image library, and the extensive art history holdings and visual arts archives of the York University libraries. The Studio Art program encompasses intensive professional training in state-of-the-art facilities in all media: painting; drawing; photography; sculpture; print media; digital media; time-based arts.

Art History – Tenure-Track Position

Applications are invited for a tenure-track position at the Assistant Professor level in Art History, specifically Aboriginal Art in North America. The emphasis of this position is current practices in the field. The successful applicant will have a strong, proven commitment to research and scholarly publication. Applicants must also have the capacity to teach Aboriginal (First Nations or Inuit) art at all levels of the undergraduate

and graduate programs. An ability to bridge art historical and broader cultural discourses (Aboriginal and non-Aboriginal) is required. This capacity will be demonstrated through at least one year of university-level teaching and a record of success in that endeavour. The position will entail graduate supervision in the MA Art History Program and in the PhD program (DGS approval pending). The successful applicant will also be required to undertake administrative responsibilities in the undergraduate and graduate programs. A PhD or advanced ABD in a relevant field is required. Applicants with demonstrated interdisciplinary and global interests are encouraged to apply. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies.

Art History – Contractually Limited Appointment

Applications are invited for a nine-month contractually limited appointment in Art History, at the Sessional Assistant Professor level, effective August 15, 2007. The successful applicant will have a capacity to teach contemporary Canadian and international art at all levels of the undergraduate and graduate programs, with a strong commitment to visual cultural studies, art criticism and theory. A completed PhD in a relevant field is required. Applicants with demonstrated interdisciplinary and global interests are encouraged to apply. The successful applicant will also be required to undertake administrative responsibilities in the undergraduate and graduate programs.

The Art History and Studies program is committed to providing a critically-informed curriculum to art history, studio, and non-major students. Applicants may consult the York Fine Arts web page for details of program and course offerings at: www.yorku.ca/finearts/visa. Graduate program details can be seen at: www.yorku.ca/ahistory.

Applicants should submit a detailed curriculum vitae, a statement of teaching philosophy, recent course outlines, at least three recent scholarly publications, and the name, e-mail, telephone number and address for three referees, indicating for which Art History position they are applying, to: Rose Le Coche, Committee/Administrative Secretary, Department of Visual Arts, Room 235, Goldfarb Centre for Fine Arts. Tel: 416.736.2100, x33656. Fax: 416.736.5447. E-mail: rlcoche@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. For contractually limited term positions, only temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

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Meet the University of Calgary: Ambitious. Energetic. Innovative.



Entering an unprecedented era of growth and opportunity.
In short, a great place to work and learn.



Already a key player on the world stage, the University of Calgary - like its host city - is building on its momentum and is brilliantly positioned to be a leading university in the future. Just 40 years old, it has internalized the best enduring values of the university and combined them with a forward-looking drive for innovation, growth and excellence. The UofC is a passionate community of scholars dedicated to high-level teaching and research that we create and share with our students.

FACULTY OF EDUCATION

Professor, Community Rehabilitation and Disability Studies (#4675)

Seeking PhD in a related discipline, established record of research in the disability field, and evidence of successful post-secondary teaching experience

FACULTY OF ENVIRONMENTAL DESIGN

Professorship in Dynamic Modeling of Complex Bio-Social Systems, and Impact Assessment and Management (#4721)

Seeking candidates who can take a lead role in research and teaching involving dynamic modeling of environmental systems, and impact assessment and management in the context of ecological designs for regional to landscape-scale planning

FACULTY OF FINE ARTS

Tier II Canada Research Chair in Creative Practice & New Technologies (#4558)

Seeking candidates within ten years of award of PhD who are emerging leaders in their field, are developing national and international scholarly presence, have an excellent teaching and graduate supervision record, have experience with externally-funded programs, and a commitment to cross-/interdisciplinary and collaborative research

PROGRAM OF DANCE

Associate Professor, Program of Dance (#4720)

Seeking a versatile, accomplished and recognized dance artist/scholar with a PhD or equivalent with demonstrated national and/or international success

DEPARTMENT OF DRAMA

Assistant Professor, Screenwriting and Drama (#4719)

Ideal candidate will have a proven track record as a screenwriter, a background in film studies, and experience teaching at the university level

FACULTY OF NURSING

Professors, Associate Professors, Assistant Professors, Senior Instructors and Instructors, Nurse Practitioner Qualified Faculty (#4386)

Seeking research intensive candidates with established and developing research programs in cardiovascular, family health, health services and professional education research

FACULTY OF SCIENCE

DEPARTMENT OF GEOLOGY AND GEOPHYSICS

Head, Department of Geology and Geophysics (#4535)

Seeking candidates with internationally distinguished teaching and research and a demonstrated aptitude for leadership as well as administration

DEPARTMENT OF MATHEMATICS AND STATISTICS

Assistant Professor, Statistics (#4705)

Seeking PhD with demonstrated or potential excellence in research, and demonstrated quality teaching ability at the undergraduate and graduate levels

FACULTY OF SOCIAL SCIENCES

DEPARTMENT OF ANTHROPOLOGY

Term-Certain Sessional Instructor, Social and Cultural Anthropology (#4611)

Seeking candidates with a PhD and research experience in an East Asian or Southeast Asian society; appointment from September 2007 through April 2008

DEPARTMENT OF HISTORY

Sessional Instructor, Modern Turkish History (#4695)

Seeking a two-term sessional instructor in the history of modern Turkey beginning September 1, 2007 until April 30, 2008

FACULTY OF SOCIAL WORK

Faculty Positions (#4504, #4672)

Seeking candidates to develop, teach, and coordinate MSW program (Clinical Practice specialization) and/or the generalist BSW program in Edmonton and in northern Aboriginal communities

HASKAYNE SCHOOL OF BUSINESS

Assistant/Associate Professor, Accounting (#4483)

Seeking PhD in accounting; expected to take an active role in research and teach courses in financial accounting, managerial accounting, or auditing

Richard F. Haskayne, OC, FCA, Chair in Accounting (#4484)

Seeking a distinguished scholar from academia or industry with an international reputation for research in accounting

Assistant or Associate Professor, Human Resource Management (#4557)

Seeking candidates with primary research expertise in one of the following areas: personnel and human resource management, industrial relations, organizational behavior/theory, or macro/strategic HRM

Assistant/Associate Professor, Operations Management (#4515)

Seeking candidates with a PhD and a specialization in project management

Assistant/Associate/Full Professor, Strategy and Global Management (#3379)

Seeking PhD to teach courses in corporate strategy and conduct research on how energy, natural resources, and global sustainability issues affect the conduct of business enterprises

David E. Mitchell/ENCANA Professorship in Management (#4572)

Seeking PhD with research in any of the following or related areas within management of enterprise: integrative strategy, corporate strategy and sustainability, strategic leadership and corporate governance, competitive analysis, and industrial organization

SCHULICH SCHOOL OF ENGINEERING

DEPARTMENT OF CHEMICAL AND PETROLEUM ENGINEERING

Assistant/Associate Professor(s) (#4203)

Seeking candidates with a PhD in either Chemical or Petroleum Engineering

DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING

Instructor, Electrical Engineering (#4671)

Seeking candidates with doctoral or master degree in Electrical Engineering

DEPARTMENT OF GEOMATICS ENGINEERING

Assistant and Associate Professor, Geospatial Information Science and Systems - 2 positions (#4612)

Selected candidates are expected to provide leadership and vision to the geospatial information science and systems core of the undergraduate program and further development of related research and graduate programs

Applications will begin to be reviewed in February/March 2007.
All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.

For more details on these and other positions available at the University of Calgary, please visit www.ucalgary.ca/hr/career
(Use four digit job code in key word search)

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CAREERS CARRIÈRES



Tier 1 Canada Research Chair Transplantation Immunology

The Faculty of Medicine at Dalhousie University is seeking to attract an individual eligible for nomination for a Tier 1 Canada Research Chair faculty position to join The Transplantation Research Program. The Chair's research focus will complement existing strengths at Dalhousie and would primarily be in the area of transplantation immunology, ideally with respect to T regulatory cells in transplantation. The successful candidate will be expected to continue to develop his or her own research and take a leadership role in developing the research programs.

The Canada Research Chairs program was established by the Government of Canada to foster world-class centres of research excellence in a global, knowledge-based economy. The successful candidate will be offered a full-time tenure or tenure stream appointment at the level of a Full Professor in the Faculty of Medicine. Dalhousie is a leading Canadian research-oriented University, located in Halifax on the scenic Atlantic coast of Nova Scotia. Transplantation is a recognized area of research focus for the Faculty of Medicine and the Capital District Health Authority.

The successful candidate will have an MD and/or PhD in immunology or closely related field, and a proven record of research excellence related to transplantation immunology. Primary responsibility of the Chair will be to lead in development of research excellence. Other responsibilities will include participation in undergraduate and postgraduate education.

Please send curriculum vitae, a two-page description of proposed research, a brief outline of five year research goals, a statement of teaching interests and arrange to have three letters of reference (at least two of whom must be academic referees) sent under separate cover to:

Christine Anjowski, Administrator
Department of Microbiology and Immunology
Sir Charles Tupper Building
Dalhousie University
5850 College Street, Rm. 7C
Halifax, Nova Scotia, B3H 1X5, Canada

Deadline for applications is March 31, 2007

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with disabilities, racially visible persons and women.



Director of Marine Affairs Program

Applications are invited for the position of Director of the Marine Affairs Program, a full-time, tenure-track faculty position within the Faculty of Management, School for Resource and Environmental Studies.

The Marine Affairs Program is a well established internationally recognized interdisciplinary graduate program offering the Master of Marine Management degree. The program involves interaction and coordination with five different faculties at Dalhousie that participate in the delivery of all aspects of the Marine Affairs Program. Students traditionally enrolled in this program are a mixture of those emerging from undergraduate studies and middle managers on leave from governments or the private sector. The Marine Affairs Program attracts a significant number of international candidates with alumni employed, often in positions of considerable responsibility, in over 40 countries worldwide.

The position of Director combines administrative, teaching and research responsibilities. Applicants should be prepared to demonstrate strength in all three areas. The Faculty is seeking candidates with a strong interest and capacity for interdisciplinary research and who has a Ph.D. or equivalent professional experience and has a demonstrated ability to publish. Professional training can be in the Sciences, Social Sciences, Law, Planning or any other related discipline. Strong evidence must be provided of previous teaching effectiveness. The position will be filled up to the Associate Professor level.

The successful candidate will also hold the administrative position of Director (five years renewable) as well as a tenure track faculty position in the School for Resource and Environmental Studies within the Faculty of Management. Primary responsibilities will include: the provision of leadership to the Marine Affairs Program, teaching, supervision of graduate students, liaising with collaborating faculties, interacting with alumni, student recruitment and fostering a research program. Effective date of employment is planned for 1 July 2007, although this is negotiable.

Interested individuals should send a curriculum vitae, selected reports/preprints, evidence of previous teaching experience, and request three letters of support to be sent independently to the Chair of the Selection Committee:

Dr. Keith Taylor, Dean
Faculty of Science, Life Sciences Centre
Dalhousie University
Halifax, Nova Scotia B3H 4J5
E-mail: keith.taylor@dal.ca
Phone: (902) 494-5540
Fax: (902) 494-1123.

The deadline for receiving applications is: 1 March, 2007.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with disabilities, racially visible persons and women.

history.uwo.ca) to obtain perspective on the Department. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three (3) letters of reference to: Professor J.J. Benjamin Foster, Chair, Department of History, The University of Western Ontario, Social Science Centre 4328, London, Ontario, N6A 5C2. Tel: (519) 661-3647; Fax: (519) 661-3010. No e-mails will be accepted. Please Quote the above Reference Code When Applying. The deadline for applications is March 15, 2007. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

■ **HUMANITIES** — University of King's College. The University of King's College invites applications for a one-year sessional position in Modern Political Thought at the rank of Assistant Professor commencing 1 July 2007. The successful candidate will teach in two interdisciplinary combined honours programmes offered jointly by the University of King's College and Dalhousie University: the Early Modern Studies Programme, which is devoted to the study of European thought and culture from the 16th to early 19th centuries; and the Contemporary Studies Programme, which is devoted to the study of the thought and culture of the Contemporary Period, from the 19th century to the present. The successful candidate will teach

"State, Society, and Revolution in the Early Modern Period," a required fourth-year EMSP class which closely examines works of political thought from the 16th to early 19th centuries, and electives possibly from the following topics: radical 20th century interpretations of early modern political thought; theories of punishment; post-colonial political thought; Foucault; biopolitics; gender politics. Experience in interdisciplinary teaching or research would be an asset. Applications, including a curriculum vitae, three letters of reference, and a statement of teaching interests should be sent by March 5, 2007, to: Simon Kov, Director, Early Modern Studies Programme, University of King's College, Halifax, NS, B3H 2A1, Canada; email: simon.kov@uwo.ca; phone: (902) 422-1271, ext. 156. Although candidates of all nationalities are encouraged, priority will be given to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer. Information on the Early Modern Studies and Contemporary Studies Programmes can be found at www.uwo.ca/king.

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■ **KINESIOLOGY** — University of Waterloo. The Department of Kinesiology at the University of Waterloo invites applications at the Assistant Professor level, in the areas of Motor Control and Movement Neuroscience with interest in the study of human movement disorders. Successful candidates are expected to have a strong portfolio of scholarly research, including peer-reviewed publications, and provide evidence of potential

for excellence in teaching. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in human sensorimotor neuroscience. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established Schlegel-UW Research Institute for Aging. We welcome motor control and movement neuroscience applicants from fields such as kinesiology, neurophysiology, psychology, rehabilitation and rehabilitation. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals. The department offers BSc, MSc and PhD degrees in Kinesiology and PhD degrees in Behavioural Neuroscience, The Behavioural Neuroscience program is offered collaboratively by the Departments of Kinesiology, Health Studies and Gerontology, and Psychology. Further information about the department can be found at www.uwaterloo.ca/kin/. Applicants should send a covering letter, including a one page overview of their anticipated 5 year research plan, three names of references, and a curriculum vitae to: Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or by Fax: 519-746-

6776; or Email: mcgill@healthy.uwaterloo.ca. The closing date for applications is January 15, 2007 or until filled. The expected start date for the appointment is July 1, 2007. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **KINESIOLOGY** — University of Waterloo. Applications are being accepted for the position of Assistant or Associate Professor in Clinical Exercise or Physiology, in the Department of Kinesiology at the University of Waterloo. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will have the opportunity to work with multidisciplinary teams engaged in research on health promotion and the prevention of illness or injury. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established Schlegel-UW Research Institute for Aging. We welcome applicants from all fields of expertise with interest in clinical exercise, physiology and chronic disease. The Department of Kinesiology is an interdisciplinary department with a broad range of expertise to support its mission to optimize health, to prevent injury and illness, and to extend the years of high quality life through understanding cellular to societal implications of physical activity, nutrition, and optimal lifestyle. The



Concordia
UNIVERSITY

FOUNDING DEAN, SCHOOL OF GENERAL STUDIES Concordia University, Montréal

Concordia University is seeking a dean to lead the development of its new School of General Studies.

Concordia is one of Canada's fastest growing, dynamic and diverse universities. It is experiencing exciting, transformative changes with the successful recruitment of nearly 500 talented full-time professors over the past decade, bringing the full-time faculty complement to nearly 1,000. Situated in the vibrant city of Montréal, Concordia is home to more than 44,500 students who are enrolled in a broad range of undergraduate, graduate and non-credit programs of study.

The School of General Studies will work in close collaboration with the Faculty of Arts and Science, the Faculty of Engineering and Computer Science, the Faculty of Fine Arts and the John Molson School of Business to create an integrated approach to credit and non-credit studies at Concordia University (whether on-campus, off-campus or web-based) for targeted groups to maximize their academic performance. All aspects of this new School will need to be created from the ground up or will be integrated from existing departments into this new unit.

The School's Dean will engage Directors to lead the School's four divisions, establish sound academic and financial platforms, enhance community involvement both on campus and in the external community, present a unified public face for the wide variety of educational opportunities that the School offers, and thereby enhance Concordia's traditional commitment to accessibility.

As a member of the senior administrative team, the Dean will possess the capacity to lead in a dynamic and diverse environment and have outstanding interpersonal, and organizational skills. The ideal candidate will be a builder with proven leadership abilities and business acumen, experience building partnerships and the capability to drive the development of the new School, ensuring implementation and follow-up.

For those who qualify, there is the possibility of an accompanying full-time faculty appointment. The ability to function in both English and French is a distinct advantage.

Please visit www.concordia.ca for additional information about the University.

Concordia University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Should you want to learn more about this unique leadership opportunity, please call Maxine Adam, Kelly Baron or Libby Dybikowski at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees, in confidence, to ProvenceConsulting@search@providenceconsulting.com.



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CAREERS CARRIÈRES

department offers BSc, MSc and PhD degrees in Kinology. Further information about the department can be found at www.ahs.uwaterloo.ca/kin/. Applicants should send a covering letter, including a one page overview of their anticipated 5 year research plan, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or by Fax: 519-746-6776; or Email: regis@uwaterloo.ca. The closing date for applications is March 15, 2007 or until filled. The expected start date for the appointment is August 1, 2007. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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■ **LANGUAGES** — SANSKRIT INSTRUCTOR AVAILABLE — Introductory, intermediate, advanced Sanskrit instruction, oral and/or written format. Contact Stephen Gadsden. Email: info@writersinc.ca. Telephone: 905-754-7077.

■ **LAW LIBRARY** — University of Windsor. The University of Windsor invites applications for the position of Reference Librarian in the Law Library, commencing July 1, 2007. For a detailed position description visit our website at www.uwindsor.ca/faculty-positions. Contact: Paul T. Murphy, Law Librarian and Professor of Law, University of Windsor, Faculty of Law Library, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000 ext. 2972; Fax: (519) 973-7064; Email: murphy@uwaterloo.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-668-6608 (toll free) within North America, call collect out-

side of North America at 519-561-1432 or Email: recruit@uwaterloo.ca.

■ **LIBRARIAN (BIBLIOGRAPHIC SERVICES)** — York University, York University Libraries invite applications for the position of Bibliographic Services Librarian, a tenure-track appointment. Details are available at: www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **LIBRARIAN (WEB)** — York University, York University Libraries invite applications for the position of Web Librarian, a tenure-track appointment. Details are available at: www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **LIBRARY & INFORMATION SCIENCE** — University of Western Ontario. The Faculty of Information and Media Studies (FIMS) at The University of Western Ontario invites applications for a full-time, Limited Term appointment at the rank of Lecturer, for a term of up to three years. The position begins September 1, 2007. Deadline for receipt of applications: March 2, 2007 or until the position is filled. The successful candidate will teach six half courses per academic year and carry out assigned duties related to committee and other service within the Faculty, but will not be expected to engage in research and scholarly publication. Minimum qualifications are: evidence of excellence in teaching, including the ability to teach in a graduate professional program in Library and Information Science; a Master's degree in Library and

Information Science or equivalent from an ALA accredited program; and a strong record of successful professional experience either in cataloguing, user services or management. Working closely with other full-time faculty, the successful candidate will teach in one of the following areas in the Master of Library and Information Science (MLIS) program: cataloguing in the Introductory and advanced levels, reference/user services, collections development, or library administration/management. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprising some 45 full-time faculty members and 22 non-academic staff. It currently offers an undergraduate program in Media, Information and Techno culture (MIT) with an enrolment of about 700 students, as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and an MA and PhD in Media Studies. The enrolment in the MLIS program is about 220 students, including part-time students. Information about the Faculty and descriptions of its courses are available at <http://www.fims.uwo.ca>. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, sample publications, names and addresses of three references, and a cover letter outlining their interest in the position by March 1, 2007 to: Dr. Catherine Ross, Dean, Faculty of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada, N6A 5B7. Phone: 519-661-3542; Fax: 519-661-3506. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Vice Provost for Aboriginal Initiatives Thunder Bay Campus

Lakehead University is a comprehensive university of 7,500 students, 1,600 faculty and staff, and an active and growing research environment with its main campus in Thunder Bay and a new branch campus in Orillia. We have nine faculties including the west campus of the Northern Ontario School of Medicine. We offer an innovative and energized atmosphere, modern campuses, and enriching career opportunities in balance with a lifestyle that makes it easy to pursue opportunities away from the office. Our vibrant and healthy lifestyle and progressive outlook make us an employer of choice and an ideal place for personal growth.

The Vice Provost for Aboriginal Initiatives is Lakehead University's senior administrative officer responsible for Aboriginal student support services, Aboriginal community relations, and collaboration on Aboriginal academic programming.

The Vice Provost for Aboriginal Initiatives reports to the Vice-President (Academic) and Provost and works together with the Deans' Council and Lakehead University Senate (for academic programming), the Vice Provost for Student Affairs (for student support services), and the Aboriginal Management Council (for community relations) to implement Lakehead University's mission-specific commitment "to working with Aboriginal peoples in furthering their educational aspirations."

The preferred candidate will have a Doctorate degree (strong applicants with a Master's degree will be considered), Aboriginal ancestry, a demonstrated ability to work within a comprehensive post-secondary organization, a history of successfully progressive leadership and administrative responsibilities (preferably eight to ten years' experience), and evidence of the following:

- success in Aboriginal educational initiatives at the post-secondary level
- successful liaison work and community building
- significant diplomacy, organizational and planning skills, and knowledge of curriculum development at the post-secondary level

The ideal candidate will be a leader who brings passion, strategic thinking, and a strong commitment to the collaborative development and implementation of Aboriginal programs at Lakehead University and who will:

- represent the University on appropriate councils, committees, and boards (internal and external), support institutional initiatives aimed at serving the Aboriginal community including working with Aboriginal leaders and service organizations
- participate in activities that advance the University's commitment to meeting Aboriginal post-secondary educational needs including submission of funding proposals.

lakeheadu.ca | thunderbay.ca | orillia.ca

OPPORTUNITIES BY THE BAY



Lakehead University is emerging as one of Canada's most exciting small comprehensive universities. The Thunder Bay Campus is located on the shores of majestic Lake Superior and is home to an extraordinary wealth of Aboriginal history and legend, the famous Kakabeka Falls, and Sleeping Giant Provincial Park. Our outstanding cultural heritage includes the Thunder Bay Symphony Orchestra and a wealth of amenities and cultural events. A superior opportunity in the "Gateway to the North" awaits you!

For additional information on this position and its qualifications, please visit our website at <http://hr.lakeheadu.ca/employment.php>. Applicants should submit a resume and the contact information for at least three references, to: Dr. Laurie S. Hayes, Vice-President (Academic) and Provost, Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1 e-mail: admin@lakeheadu.ca fax: (807) 343-8075

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified applicants including women, visible minorities, Aboriginal persons, and persons with disabilities.

Lakehead UNIVERSITY



WILFRID LAURIER UNIVERSITY

Canada Research Chair (Tier II) SSHRC Public Opinion & Electoral Studies

The Department of Political Science invites applications for a Tier II Canada Research Chair (SSHRC) in public opinion and electoral studies. Tier II CRCs are normally awarded to individuals within 10 years of their PhD who are judged to be emerging leaders in their fields, capable of developing a world class, independent, externally funded research program (see www.chairs.gc.ca for details). Tier II CRCs have a teaching load of one course per term. Tier II Chairs are tenable for five years and renewable once.

Laurier offers an MA program in political science with public opinion and electoral studies as one of its areas of specialization. It also houses the Laurier Institute for the Study of Public Opinion and Policy (LISPOP), which has a mandate to facilitate research in the field of public opinion. The Tier II CRC nominee will be expected to play a significant role in the development of both the graduate program and the centre. Tier II nominees should also: be excellent emerging researchers who have demonstrated particular research creativity; have demonstrated the potential to achieve international recognition in their fields in the next 5-10 years; propose an original, innovative research program of high quality; have the potential to attract excellent trainees, students and future researchers; and have a research program that integrates with one or more of the core areas defined in Laurier's strategic research plan: cultural and human experience, society and public policy, environment and health, and science and technology (see www.wlu.ca/research/strategplan).

The deadline for applications is February 12, 2007. Please submit your CV along with a statement of research interests, a research proposal, and a statement of how your research fits the Laurier strategic research plan (maximum of 5 pages), and the names and contact information of four referees to: Dr. Brian Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, ON N2L 3C5.

Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wanting to be considered for employment equity must self-identify, in confidence. Candidates may self-identify, in confidence to Dr. Paul Maxim, Associate Vice-President: Research. Please note CRC holders need not be Canadian citizens or permanent residents of Canada.

Tier II Canada Research Chair Positions

Lakehead University invites applications from outstanding candidates to be considered for Tier II Canada Research Chairs (CRCs) within the following research areas:

SSHRC Tier II CRC (two positions available)

- Canada Research Chair in Applied Northern Anthropology; and
- Canada Research Chair in Health Care Ethics

NSERC Tier II CRC (one position available in either area)

- Canada Research Chair in Environmental and Molecular Biotechnology; or
- Canada Research Chair in the Physics of Molecular Medicine

The successful candidates will hold a doctorate, have excellent research credentials, and have a demonstrated record of attracting external funding. In addition, successful candidates must be able to work effectively with undergraduate and graduate students and be able to inspire cross-disciplinary research. The holder of the Chair will have a tenure-track appointment at the Thunder Bay Campus and will have the opportunity to work collaboratively with researchers in diverse settings and with a variety of partners.

Tier II CRC positions are intended for emerging scholars with the potential to achieve international recognition in their fields in the next five to 10 years. CRCs must be assistant or associate professors or possess the necessary qualifications to be appointed at these levels. For more detailed information about these available CRC positions, please visit our website at: <http://hr.lakeheadu.ca/employment.php>.

Lakehead University is a comprehensive university of 7,500 students, 1,600 faculty and staff, and an active and growing research environment with its main campus in Thunder Bay and a new branch campus in Orillia. We have nine faculties including the West campus of the Northern Ontario School of Medicine. Lakehead University was designated "Canada's Research University of the Year" in the undergraduate category for research intensity and growth in 2005.

lakeheadu.ca | thunderbay.ca | orillia.ca

OPPORTUNITIES BY THE BAY



Applications and nominations including a curriculum vitae, five-year research plan, and three confidential letters of recommendation sent under separate cover by the candidate's referees, should be forwarded to: Dr. Rul Wang, Vice-President Research, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, Canada P7B 5E1 Fax: (807) 346-7748 e-mail: rul.wang@lakeheadu.ca

Review of applications will begin on March 15, 2007.

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC Program, please visit the program website at www.chairs.gc.ca

We are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified applicants including women, visible minorities, Aboriginal persons, and persons with disabilities. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or current country of residence.

Lakehead UNIVERSITY

CAREERS CARRIÈRES

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■ MANAGEMENT SCIENCE – Cape Breton University. Please contact reference #MS0701 on all correspondence. Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. The School of Business at CBU delivers several diploma and degree programs, including a BBA and an MBA/CEO program. The School is seeking a collaborative individual who has the potential to perform sponsored research, enrich teaching, and contribute actively to the life of the School community. CBU invites applications for a tenure-track position in Management Science at the rank of assistant professor to commence July 2007. The successful candidate will conduct research and teach courses in areas such as Quantitative Methods, Computer Applications in Business, and Management Information Systems. As with the successful candidate will assume a leading role in the expansion of the Management Science discipline, incorporating the areas of Operations Research and Operations Management in the BBA program at CBU. Applicants must have a PhD or ABO in Management Science or a related field. Applicants with a graduate degree in business will have an advantage. Excellent communication skills are essential. Applicants are expected to demonstrate potential and commitment with regard to teaching, re-

search/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number, a complete dossier including curriculum vitae, copies of academic transcripts, evidence of teaching effectiveness, a writing sample and three letters of reference to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.alanlincoln.ca. Website: www.capebreton.ca. Applications must be received by 4:00 p.m. 28 February 2007. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Cape Breton University encourages applications from qualified Aboriginal people, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative should self-identify in their cover letter.

■ MEDICAL GENETICS – University of Alberta. The Department of Medical Genetics invites applications from outstanding scientists investigating aspects of molecular genetics with an emphasis on systems approaches related to human disease, for tenure track positions. Studies of chromosome structure, cancer, complex traits, membrane transport, cellular disease and developmental pathways are amongst areas of

interest by scientists currently in the Department. Applicants must have a PhD or PhD (M) with postdoctoral training and be able to establish a strong independent research program and assist in graduate teaching. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. Department information is available at www.medicalgenetics.med.ualberta.ca. The position will remain open until a suitable candidate is found; however, applications would be preferred by March 31, 2007. Candidates are invited to submit a curriculum vitae, research plan, and names of three references to: Dr. Michael Walter, Professor and Chair, Department of Medical Genetics, 6-39 Medical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity among age applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ MUSIC – Oshawa University. Applications are invited for a ten-month limited term, full-time teaching appointment in music theory in the Department of Music at the Lecturer/Assistant Professor level for the period August 1, 2007 to May 31, 2008. The position is subject to budgetary approval. Candidates will have a PhD in music

theory (in hand by the time of the appointment) and possess teaching experience in the area of music theory with demonstrated excellence. Oshawa University's undergraduate music program will include teaching music theory classes in harmony, analysis, counterpoint and orchestration as well as participating in administrative duties within the department. Applications include a curriculum vitae, a statement of research and teaching interests and philosophies. Three letters of reference, one of which should address your teaching, must be forwarded directly by your referees, to: Prof. Marcia Swanson, Chair, Appointments Committee, Department of Music, Arts Centre, Dalhousie University, Halifax, N.S., B3H 4R2 by March 15th, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Oshawa University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

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■ NANOTECHNOLOGY ENGINEERING – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>).

The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g. nanoscale spectrometry, fluidics), nanophysics (e.g. nanomechanics, biomaterials), and nanomaterials (e.g. nanocrystals, nanoscale membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including clean-room laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: natechhiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

P

■ PATHOLOGY – Queen's University. The Department of Pathology and Molecular Medicine in the Faculty of Health Sciences at Queen's University is seeking a full-time Clinical Chemist to join its Division of Clinical Chemistry as Service Chief. This leadership position involves primary responsibilities in the provision and administration of clinical chemistry laboratory services at the Kingston General and Hotel Dieu Hospitals. The teaching hospitals affiliated with Queen's University, and within a regional laboratory outreach program. Teaching in undergraduate and postgraduate programs is an integral component of this position and there are excellent opportunities for translational and basic research. The successful candidate will possess a PhD or equivalent degree, and professional certification as a clinical chemist/biochemist (i.e. FACS designation or equivalent). In addition, the candidate will have demonstrated administrative and leadership skills in management within a comparable laboratory setting. The University invites applications from all qualified individuals; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University and the Association (QUFA) and the University which is posted at <http://www.queensu.ca/qufa>. Review of applications will commence February 28, 2007 and continue until the position is filled. A letter of application accompanied by a curriculum vitae and the contact information for at least three referees should be directed to: Dr. Sandip Sen Gupta, Medical Director, Clinical Laboratories, Department of Pathology and Molecular Medicine, Queen's University and Kingston General Hospital, Kingston, Ontario, K7L 3N6; (613) 549-6656 extension 4164; (613) 328-2907 (Fax); E-mail: sen Gupta@qgh.kari.net.

■ PHARMACY – University of Waterloo. The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBC Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. a dynamic and innovative organization that



Director, Alberta Centre for Injury Control and Research (ACICR)

The School of Public Health invites applications for the position of Director, Alberta Centre for Injury Control & Research (ACICR). This is a senior academic leadership position at the level of Associate Professor or Professor and reports to the Chair of the Department of Public Health Sciences. The incumbent will have a doctoral degree with an accomplished research background. The successful candidate will also be eligible for an academic appointment within the newly formed School of Public Health.

Intentional and unintentional injuries are the leading cause of death for Albertans between the ages of 1 and 44. The ACICR, established in 1998, is a provincial organization committed to advancing the impact of prevention, emergency response, treatment and rehabilitation of injuries in Alberta. ACICR receives core funding from Alberta Health and Wellness. The Centre is an internationally designated Affiliate Support Centre of the World Health Organization Safe Community Network.

The Director will provide strategic leadership to the Centre with the priority of developing a nationally recognized injury research program. She or he will be instrumental in developing research teams, recruiting new scientists, developing external relationships, and supporting communications and fundraising activities. The Director will develop the profile and reputation of ACICR as an expert in injury control and will work closely with

the Associate Director, who will direct the business and operational aspects of the Centre.

Applicants are asked to include their curriculum vitae and 2 to 3 pages outlining their ideas for developing the research vision of the Alberta Centre for Injury Control & Research, as well as the names and addresses of three referees. In addition, they should provide information on their own research program and interests.

Dr. Roger Palmer
Interim Dean, School of Public Health
13-103 Clinical Sciences Building
University of Alberta
Edmonton, AB, Canada T6G 2G3
E-mail: dean.publichealth@med.ualberta.ca

While qualified candidates are strongly encouraged to apply by March 16, 2007 applications will be accepted until the position is filled. Interested applicants should visit the ACICR website for a more detailed profile of the Centre at www.med.ualberta.ca/acicr.

Details about the University of Alberta, School of Public Health, as well as the City of Edmonton can be found on the Faculty's web site at www.publichealth.ualberta.ca and the City of Edmonton's website at www.edmonton.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF SASKATCHEWAN SCHOOL OF PHYSICAL THERAPY

WWW.MEDICINE.USASK.CA/PT

Two Tenure Track Positions in Physical Therapy AVAILABLE IMMEDIATELY

The University of Saskatchewan offers a full range of curricula with 13 colleges including 9 health science disciplines. This is an exciting time for the School of Physical Therapy with a state-of-the-art Academic Health Sciences Center opening in 2011 and a powerful new Biomedical Beamline offering unprecedented research opportunities using advanced imaging.

Applicants must be eligible for licensure in the Saskatchewan College of Physical Therapists and must hold a Ph.D. or equivalent doctoral degree. Preference will be given to candidates with clinical and research expertise in physical therapy foundational sciences (exercise and function, movement analysis), management of musculoskeletal conditions, professional practice (ethics, business, regulatory issues, cultural sensitivity), Aboriginal health, primary health (chronic disease management, differential diagnosis), and/or evidence based practice. Successful candidates will teach courses in the new entry-level Master of Physical Therapy program, supervise graduate students, and conduct research.

Physical Therapy faculty members are engaged in a number of recently formed interdisciplinary Health Research Groups on aging, rheumatology, cognitive impairments, end movement disorders.

Applications will continue to be received until the positions are filled. Candidates should send curriculum vitae, a statement of teaching and research interests, examples of publications, and the names of three references to:

Dr. A. Busch, Chair, Search Committee
School of Physical Therapy
1121 College Drive, Saskatoon, SK S7N 0W3
Tel: (306) 966-6580
Fax: (306) 966-6575
Email: angela.busch@usask.ca

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Further information about the School and its programs are available on our Website (<http://www.medicine.usask.ca/pt>).

THOMPSON RIVERS UNIVERSITY

KAMLOOPS, BC

TRU invites applications for the following positions:

FACULTY
Canadian History
Limited Term Contract
Competition #06-162

European History
Limited Term Contract
Competition #06-163

Thompson Rivers University (TRU), British Columbia's newest public university, was founded in 1970 as a community college, and through an exciting process of evolution and growth is now a unique, comprehensive university built on 35 years of excellence in post-secondary education and training.

The spectacular main campus of TRU is located on the south slope of Kamloops, a growing city of 80,000 residents at the centre of BC's southern interior, only four hours from Vancouver. The university has become a vital and integral part of a community and surrounding region that offers recreational, cultural, social and economic benefits that are attracting students and faculty from across Canada and around the world.

With an on-campus population of over 9,000 students, TRU is a primarily undergraduate, teaching-focused university offering over 50 undergraduate and graduate degree options, and more than 40 diploma and certificate programs in academic, applied and professional fields. The expansion of graduate programs, distance and open learning and the building of strength in a number of research areas are among the priorities of the university in the years ahead.

For further information, please visit our Website at www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.

CAREERS CARRIÈRES

features eight seniors' care facilities (Long Term Care, Retirement Home, Apartment) located in Kitchener, Guelph, and the Greater Toronto Area (GTA). About 70 per cent of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly, evaluate the effects of medications on patient clinical, psychosocial, and economic outcomes in the geriatric setting, develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse effects; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, patient care, and research accomplishments. In research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applications should be sent to: Dr. Peter Ruben, Director, School of Pharmacy, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. E-mail: pruben@uwaterloo.ca. Review of applications will be ongoing until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities.

PHILOSOPHY – SANSKRIT INSTRUCTOR AVAILABLE – Introductory, intermediate, advanced Sanskrit instruction, oral and/or written format. Contact Stephen Gauden, E-mail: info@wintersun.ca, Telephone: 905-713-0707.

PHYSICAL EDUCATION – University of Alberta. The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for a tenure-track position in the area of healthy, active living. The successful candidate will possess a completed doctorate degree, demonstrated ability and commitment to teaching, a research focus on healthy, active living, and a proven track record of scholarly research and publication. A unique opportunity exists to create synergies among a wide group of individuals currently conducting research in the field of healthy, active living from a variety of perspectives. Thus, the individual filled in this position will have expertise in one or more of the following areas, but not limited to: adapted physical education, coaching, motor learning/development, pedagogy, physical literacy, population health, public health, and/or social policy/public policy development. The successful candidate will have primary responsibilities in the combined BPE/BEd degree programs, but ideally will contribute to the one of all degree programs in the Faculty. The Faculty of Physical Education and Recreation serves approximately 900

undergraduate and 100 graduate students. It offers several degree programs: BA in Recreation, Sport and Tourism, BPE, BSc (Kinesiology), a combined BPE/BEd that is offered jointly with the Faculty of Education, MSc, MA, PhD, and an MEd in Sport & Leisure Management in conjunction with the School of Business. In addition to its academic programs, the faculty has a large and active Campus Recreation Program that serves 22,000 people, and a full intercollegiate program of 12 sports. The Faculty has full operational responsibilities for University sport and recreation facilities. The University of Alberta is a vibrant teaching and research environment. In the capital city of Edmonton, Alberta. Further information about the University of Alberta and the Faculty may be obtained from <http://www.ualberta.ca> and <http://www.ualweb.ualberta.ca>. Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three references (including addresses, phone/fax and e-mail addresses). Review of applications will commence February 12, 2007 and will continue until the position is filled. Please direct correspondence to: Dr. Orr Marshall, Vice Dean, Faculty of Physical Education and Recreation, Room 4401, Van Vleet Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2P9. E-mail: dr.orr_marshall@ualberta.ca; Telephone: (780) 492-6583; Fax: (780) 492-2354. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit.

We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICS & ASTRONOMY – University of Waterloo. The Department of Physics and Astronomy of Waterloo, Ontario, invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in one of the following areas of research: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to: Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L

3G1. Tel: (519) 888-4567, Ext. 6831. E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page: <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities.

PHYSIOLOGY – Queen's University. The Department of Physiology (physiol@meds.queensu.ca) at Queen's University invites applications for a tenure-track position at the Assistant Professor level. The Department has a highly successful interdisciplinary research program with focus in cardiovascular, neuro- and gastrointestinal science. The successful candidate will hold a PhD, MD or equivalent, and demonstrate outstanding scholarship and achievement through publications. The potential to attract external peer-reviewed support will be expected. The research interests of the candidate should build on the current strengths of the Department in the Cardiac Circulatory and Respiratory Research Program (Heart failure, Cardiovascular disease) or the Centre for Neuroscience Studies (Cellular/molecular neuroscience, Neurobiology of obesity). The candidate will be expected to be an excellent communicator who will contribute to the educational programs of the department within the medical curriculum, graduate program and/or the undergraduate Life Sciences program. Queen's University is located in the historic city of Kingston, Ontario bordered by Lake Ontario, the St. Lawrence River and the Rideau Canal. Queen's is a leading research intensive university with a vibrant academic community that includes 17 Faculties and Schools and over 16,000 students. Academic rank and salary will be commensurate with qualifications and experience. Faculty members at Queen's are governed by a collective agreement between the Queen's University Faculty Association and the University, and is posted at www.queensu.ca/qua. The University invites applications from all qualified individuals; however, Canadian citizens and permanent residents will be given priority. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Applicants should forward a copy of their curriculum vitae, a description of their research interests, a teaching dossier, and the names of three references to: Dr. A.V. Ferguson, Professor and Head, Department of Physiology, Queen's University, Kingston, ON, Canada, K7L 3N6. Review of applications will commence on March 1, 2007 and continue until the position is filled.

PLANNING (PUBLIC HEALTH) – University of Waterloo. The School of Planning and the Department of Health Studies and Gerontology at the University of Waterloo invite applications for a faculty position (tenured or tenure-track) in a discipline relevant to the planning aspects of public health. This position will support the university's new Master

SIMON FRASER UNIVERSITY

Tenure-Track Position Cardiovascular Physiology

A faculty position (at any rank) in Cardiovascular Physiology is available in the School of Kinesiology at Simon Fraser University. The successful candidate will be appointed at a level commensurate with prior experience, will be expected to perform research in the area of cardiac physiology augmenting strength in the field of molecular and cellular research on calcium and ion channels, and will be expected to teach physiology courses within the School. There is the possibility of a second faculty position in Cardiovascular Physiology (any area) at the Assistant Professor level. Kinesiology <http://fas.sfu.ca/kn> has over 25 faculty members, is committed to excellence in research and teaching, and has excellent research facilities and a well-established graduate program at the M.Sc. and Ph.D. levels.

Simon Fraser University is consistently one of the top-ranked universities in Canada, and the Vancouver area is renowned as one of the most desirable places to live and work in the world. Applications will be accepted until March 15th, 2007 or until the position is filled. Applicants should send a letter summarizing research contributions and goals in research and teaching, curriculum vitae, copies of three journal articles that most represent the applicant's research, and the name and contact information for three referees to:

Dr. Peter Ruben, Director
School of Kinesiology, Simon Fraser University
Burnaby, BC, V5A 1S6, Canada

Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to funding.

Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/academic/Faculty_Openings/Collection_Notice.html.

UNIVERSITY OF ALBERTA

Faculty Lecturer

The Department of Modern Languages and Cultural Studies (MLCS) in the Faculty of Arts at the University of Alberta invites applications for a full-time lecturer position in French. This is a five-year, 12 months per year appointment, which may be renewed after five years. Lecturers will teach four full course equivalents (FCE) per year and assume normal administrative duties associated with teaching. This is an academic appointment and the lecturer for French will normally have a PhD or an equivalent degree in the field related to the courses to be taught and native proficiency in French. We are especially interested in candidates who have a cultural studies emphasis. Although applicants may work in any aspect of this field (narrative, music film, popular and/or media cultures), competence in other related areas such as "Ancien Régime" French Studies, Nineteenth or Twentieth Century Literature, or Literary Theory would be an asset. The successful candidate will have relevant teaching experience and present clear evidence of superior teaching ability. There will be no research expectations associated with this position, although lecturers will be expected to remain current with the relevant literature.

MLCS (www.mlcs.ca) is a highly interdisciplinary department with 30 faculty where 16 languages are taught and literature, culture, applied linguistics, language, and cultural studies as well as folklore are all actively pursued. The Department offers undergraduate as well as graduate programs at the MA and PhD levels in several languages, literatures and cultures.

Established in 1908 as a board-governed, public institution, the University of Alberta has earned the reputation of being one of the best universities in Canada based on our strengths

in teaching, research, and service. The University of Alberta serves over 35,500 students in more than 200 undergraduate programs and 170 graduate programs (www.ualberta.ca). The Faculty of Arts is the oldest and most diverse faculty on campus, and one of the largest research and teaching centres in western Canada (www.arts.ualberta.ca). The University's main campus is located in Edmonton, the vibrant, cosmopolitan capital of the province of Alberta. The Edmonton metropolitan area is the sixth largest in the country with a population of approximately one million (www.edmonton.ca). Edmonton is located only a few hours drive from Banff and Jasper National Parks, which offer skiing in winter and excellent hiking and sightseeing in summer.

Salary is on the Assistant Professor scale. Applicants should send curriculum vitae, a letter of application describing their teaching interests and activities, all university transcripts, and a teaching dossier that includes evaluations of teaching performance to:

Dr. Marianne Henn, Acting Chair
Department of Modern Languages and Cultural Studies
Arts 200, University of Alberta
Edmonton, Alberta, Canada, T6G 2E6
Phone: (780) 492-1997; Fax: (780) 492-9106
E-mail: dolores.wohland@ualberta.ca

Applicants must also arrange for three letters of reference to be sent to the Acting Chair. Closing date is February 28, 2007. The effective date of employment will be July 1, 2007.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ALBERTA COLLEGE OF ART + DESIGN

FACULTY POSITIONS

The Alberta College of Art + Design is one of only four publicly funded Canadian post-secondary institutions devoted exclusively to the advanced education of visual artists and designers. The college has recently entered into a vital new phase in its development and embraced a new mandate and vision that endorses a model of the institution as a laboratory for experimentation and as a catalyst for research, discourse and international impact in the arts and emergent cultural fields.

The college welcomes applications for the following permanent faculty positions commencing in the fall semester 2007. Talented, innovative and forward thinking candidates are invited to help lead the college in charting new directions and articulating its value to the arts and non-arts worlds.

Advertising (Half time)

The Visual Communications Design program is seeking an advertising instructor with a strong knowledge of theory and practice in relation to branding and design as well as a deep and continuing commitment to the advertising industry.

Craft Theory + History

The Department of Liberal Studies is seeking an individual with a specialization in craft theory and history while also knowledgeable in visual arts theory and history.

Graphic Design

The Visual Communications Design program is seeking a graphic design instructor with a solid understanding of design theory and its relationship to practice; the link between strategy, creative direction and content development; and the criticality of translating project goals into design execution.

Interaction Design

Media Arts & Digital Technologies is seeking an interdisciplinary instructor with a focus on interaction and interaction design and a commitment to novel syntheses of new media, fine art and design.

Painting

The Fine Arts Department is seeking a full time painting instructor with a wide knowledge of all aspects of the discipline, a significant national/international exhibition record, and a record of excellence in teaching painting at the post-secondary level.

Please submit applications by February 23, 2007. Specific information about these positions and the college and Calgary, Alberta, Canada is available on the ACD website at www.acad.ca.

The Alberta College of Art + Design is an equal opportunity employer and welcomes expressions of interest from all qualified applicants for consideration for this or other suitable vacancies. While we thank all applicants in advance for their interest please note that only applicants selected for an interview will be contacted. In situations with several qualified candidates, preference will be normally given to Canadian citizens and permanent residents.

www.careers.ualberta.ca

CAREERS CARRIÈRES



Schulich School of Medicine & Dentistry | The University of Western Ontario

Assistant Professor in Developmental Neurobiology

The Department of Obstetrics & Gynaecology, Schulich School of Medicine & Dentistry at the University of Western Ontario has an opening for a limited term or probationary (tenure-track) appointment at the rank of Assistant Professor in the area of developmental neurobiology. If qualifications and experience warrant a higher rank, the appointment will be made at the rank of Associate Professor or Professor with tenure. The Department has a long tradition of research excellence in Reproductive Biology and Fetal Physiology, and continues to be a base for CHIR Group Study in Fetal and Neonatal Health and Development.

Candidates should possess a PhD or equivalent in the biological sciences and relevant postdoctoral research experience. A strong research background in fetal/neonatal conditioning of brain development including cortical organization/neuronal connectivity and related neurobehavioural functioning is desirable. This individual will interact closely with the Perinatal Research Group, with other Children's Health Research Institute (CHRI) investigators, as well as investigators with expertise in neuroimaging located at both the Roberts and Lawson Health Research Institutes. The successful candidate will have access to new animal care facilities for chronic sheep studies and non-invasive guinea pig based studies including longer term offspring follow-up, and to a newly established neurobehavioural core facility for testing cognitive function and emotional behaviour in animal models. The successful candidate will be expected to establish an independent, externally funded research program, and participate in the teaching programs of the Department of Obstetrics & Gynaecology and Physiology/Pharmacology or Anatomy/Cell Biology which will become the candidate's cross appointed basic science department as deemed appropriate. This position offers a competitive start-up package, laboratory space, compensation and benefits. Additional information about the Department can be found at our website: <http://www.uwo.ca/obsgyn/browsepage.html>.

With a full-time enrolment of 32,000, the University of Western Ontario graduates students with a full range of academic and professional programs. The University campus is in London, a city of 340,000 located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events. (See <http://www.goodmovelondon.com> to learn more). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Interested candidates should send their curriculum vitae which should include research accomplishments and relevant publications, a one-page statement with research interests, and the names and address of three references to: Ms Maria Sinacori, Perinatal Research Administrator, Department of Obstetrics & Gynaecology, Schulich School of Medicine & Dentistry, St Joseph's Health Care, 268 Grosvenor Street, Room E4-153, London, Ontario, Canada N6A 4V2. Telephone: 519-646-6100 ext. 64710, Fax: 519-646-6213, Email: msinacori@uwo.ca

Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



Schulich School of Medicine & Dentistry | The University of Western Ontario

Assistant/Associate Professor in Restorative Dentistry

The Dentistry Department at Schulich School of Medicine and Dentistry, The University of Western Ontario is seeking outstanding candidates for a Limited Term or Probationary (tenure track) appointment at the rank of assistant or associate professor in the Restorative Division. For exceptional applicants at a higher level, the candidate may be considered for a possible tenured appointment.

The successful candidate will work in the area of Restorative Dentistry (both Removable and Fixed Prosthodontics) and must possess a DDS/DMD degree, or equivalent; have postgraduate specialist training in Restorative Dentistry; and be eligible for full or academic licensure within the Province of Ontario.

The successful candidate will be expected to participate in teaching at the didactic, pre-clinical, and clinical levels, with the possibility of acting as a course director. Cross-discipline clinical teaching within all divisions of the dental programs including periodontology, and oral medicine and radiology, is expected.

If a probationary position is offered, it is expected that the candidate will participate in research projects resulting in publications in peer reviewed journals. The successful candidate will also serve in community, professional, or administrative roles.

Consideration of applicants will include an assessment of previous performance, qualifications, including qualifications which go beyond the requirements for the position and experience.

With a full-time enrolment of 32,000, the University of Western Ontario graduates students with a full range of academic and professional programs. The University campus is in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music, and sporting events. (See <http://www.goodmovelondon.com> to learn more). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Applicants should send 1) a cover letter, 2) a curriculum vitae, 3) reprints of any publications, and 4) names of three references to: Dr. H. S. Sandhu, Director of Dentistry, Schulich School of Medicine and Dentistry, The University of Western Ontario, London, ON, Canada, N6A 5C1. Applications will be accepted until the positions are filled. Expected start date is July 1, 2007.

For further information, please see:
www.schulich.uwo.ca/dentistry/ | www.uwo.ca/ | www.city.london.on.ca

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ter of Public Health (MPH) program, as well as the thesis-based Masters and Doctoral research programs in Health Studies and Planning. Suitable academic disciplines will include community or population epidemiology, medical/health geography, demography, public health, and other relevant disciplines with a strong quantitative orientation to public health problems, such as the health impacts of the built environment, land use planning, and associated human activity patterns. Candidates with a demonstrated background and research record in demographic analysis in spatial-temporal analysis of public health problems (e.g. GIS methods, spatial epidemiology, or public health informatics) are especially encouraged to apply. The University of Waterloo has recently initiated a significant expansion in teaching and research within the area of public health, both at the undergraduate and graduate levels. At the graduate level, a new Master of Public Health (MPH) program has been developed within the Faculty of Applied Health Sciences to complement existing research-oriented MSc and PhD programs. Having received formal approval from the Province of Ontario, the MPH program will begin offering courses to its initial class of students starting in August 2007. It is anticipated that the MPH program will grow to a total enrolment of up to 100 students by the end of the decade. The successful candidate will be located in the School of Planning and hold a joint appointment with the Department of Health Studies and Geography. Teaching and mentorship components of the MPH program will comprise a significant portion of the applicant's duties. Working within a normal teaching load limit, additional duties will consist of undergraduate and graduate teaching in both academic units, including the supervision of MSc and PhD students and the development/continuation of an independent research program in the public field. Although the appointment at the Assistant/Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will be given serious consideration. Applicants should have a demonstrated interest for research in one or more areas that complement those presented among the applicant's design and biostatistics participating in the MPH program. Excellent teaching and communication skills are also essential. The effective date is expected to be July 1, 2007 but early or later appointments are also possible if warranted. The closing date for applications is February 15, 2007. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Murray Haight, Director, School of Planning, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

PLANNING (URBAN DESIGN) – University of Waterloo. Applications are invited for an Assistant Professor tenure track position in Urban Design. The ideal candidate will have doctoral level urban design credentials, however demonstrated expertise in urban design from doctoral level landscape architecture or environmental design training will also be considered, a mix of international and North American urban design project experience and demonstrated potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios). The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.). An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement, and since the School has a doctoral graduate program, PhD is highly desired (significant professional achievement coupled with awards and/or research might be accepted if the individual has masters level credentials). Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; mhaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies which includes a Department of Environment and Resource Studies, and a Department of Geography in addition, it has a Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design research unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the Faculty may be found at: <http://www.fes.uwaterloo.ca/>. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and research and teaching facilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

PSYCHOLOGY – Thompson Rivers University. Duties: Thompson Rivers University requires a Faculty Member to teach Introductory Psychology and senior-level courses. Qualifications: 1) A PhD in Psychology or completion of degree by the date of appointment; 2) Teaching experience at the post-secondary level is required; 3) Ability to teach introductory Psychology and courses in any two of the following areas: Biological Psychology, Motivation, Research Methods, Statistics, Personality and Test and Measurements. Term of Employment: September 2007 to 30 April 2008. Closing Date for Applications: Applications will be reviewed commencing 23 February 2007, and any online position will be filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Thompson Rivers University is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #05-163 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Katie Fleming, Human Resources Advisor, Thompson Rivers University, P.O. Box 3010, Kamloops, BC, V2C 5N3.

PSYCHOLOGY – Thompson Rivers University. Duties: Thompson Rivers University requires a Faculty Member to teach Introductory Psychology and senior-level courses, engage in scholarly activity, supervise honor students and provide service to the department. Qualifications: 1) A PhD in Psychology or completion of degree by the date of appointment; 2) Potential for successful engagement in scholarly activity in one of the following areas: Biological Psychology, Personality and Applied Social Psychology; 3) Teaching experience at the post-secondary level; 4) Ability to teach Introductory Psychology, Research Methods and courses in any two of the following areas: Biological Psychology, Cognitive Psychology, Personality and Test and Measurements. Term of Employment: 01 July 2007 to 30 June 2009. Closing Date for Applications: Applications will be reviewed commencing 23 February 2007, and may continue until position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Thompson Rivers University is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #05-170 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Katie Fleming, Human Resources Advisor, Thompson Rivers University, P.O. Box 3010, Kamloops, BC, V2C 5N3.

RELIGION – SANSKRIT INSTRUCTOR – Available – Introductory, intermediate, advanced Sanskrit instruction, oral and/or written format. Contact: Stephen Gadsden, E-mail: info@religionsinc.ca Telephone: 905-113-0130

RURAL DEVELOPMENT – Brandon University. Brandon University's Department of Philosophy Rural Development invites applications for a full-time, tenure-track position in a one-year term position at the rank of assistant professor, subject to budget. The preferred qualifications for the position is the Doctorate; however ABO applicants will also be considered. The successful candidate will be a broadly educated scholar with a demonstrated strength in teaching and a record of research. Postgraduate research and training in Rural Development, Rural Studies, Agricultural Economics, Rural Sociology, or Rural Geography are all appropriate. While the area of specialization is open, the successful candidate will combine expertise in Early Modern philosophy with at least contribute to undergraduate courses on Rural issues and graduate courses on Economic, Developmental and Rural Sustainability. There will be an opportunity to offer a course in other one's area of specialization. Salary is commensurate with the Master of Rural Development thesis research. Additionally, the Faculty of Arts has established a Graduate Studies Program in Science and Technology, and Women's Studies as areas of priority recruitment. Candidates whose research and/or teaching interests contribute to these areas are particularly encouraged to apply. Salary commensurate with qualifications and experience. Start date: 1 August 2007. Deadline for applications: 28 February 2007, or until the position is filled. Interested candidates should forward their curriculum vitae, names of three referees, a teaching dossier including course evaluations and a sample publication to: Dr. Scott Grills, Arts and Sciences, Brandon University, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9. Short-listed candidates will be invited to interview. Official graduate transcripts at the time of interview. For additional information about Brandon University please visit our web site: www.brandu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

SOCIOLOGY – Brandon University. The Department of Sociology at Brandon University invites applications for a three-year term position, subject to budget. The PhD is preferred but ABO applicants will be considered. The successful candidate will be able to teach sociological theory, and one or more of the following areas: sociology of culture, sociology of technology, popular culture, work/occupations, and popular organizations/formal organizations. Area of research specialization is open. Salary commensurate with qualifications and experience. Start date: 1 August 2007. Deadline for applications: 28 February 2007, or until the position is filled. Interested candidates should forward their curriculum vitae, names of three referees, a teaching dossier including course evaluations and a sample publication to: Dr. Reinhold Kramer, socioscience@brandu.ca, Acting Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9. For additional information about Brandon University please visit our web site: www.brandu.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply. Short-listed candidates will be expected to provide copies of credentials at the time of interview.

SOCIOLOGY – Georgetown University. As part of the continued growth of the Faculty of Arts program, the Department of Sociology in the Faculty of Arts and Science

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SOCIOLOGY – Brandon University. The Department of Sociology at Brandon University invites applications for a three-year term position, subject to budget. The PhD is preferred but ABO applicants will be considered. The successful candidate will be able to teach sociological theory, and one or more of the following areas: sociology of culture, sociology of technology, popular culture, work/occupations, and popular organizations/formal organizations. Area of research specialization is open. Salary commensurate with qualifications and experience. Start date: 1 August 2007. Deadline for applications: 28 February 2007, or until the position is filled. Interested candidates should forward their curriculum vitae, names of three referees, a teaching dossier including course evaluations and a sample publication to: Dr. Reinhold Kramer, socioscience@brandu.ca, Acting Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9. For additional information about Brandon University please visit our web site: www.brandu.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply. Short-listed candidates will be expected to provide copies of credentials at the time of interview.

SOCIOLOGY – Georgetown University. As part of the continued growth of the Faculty of Arts program, the Department of Sociology in the Faculty of Arts and Science

CAREERS CARRIÈRES

at Grant MacEwan College invites applications for two continuing positions in Sociology commencing July 1, 2007. The candidates must have a PhD (or solid indication of imminent completion) and must demonstrate excellence (or promise of excellence) in teaching and research. A commitment to the supervision of undergraduate/honours students is expected. For the first position, we are seeking applicants with primary expertise in criminology, social legal studies, or sociology of law. For the second position, we are seeking applicants with primary expertise in youth and/or cultural diversity. The candidate's PhD must be in sociology. For both positions, secondary expertise in methodology, statistics, or theory is an asset. Applicants should submit a curriculum vitae, recent teaching evaluations, a statement of teaching interests and experience, a statement of research interests, samples of research publications, and graduate transcripts. Candidates should also arrange for three letters of reference to be sent under separate cover. Quote Competition No. 06.12.278. Send all application materials: Human Resources Department, Grant MacEwan College, City Centre Campus, 7-105, 10700 104 Ave. Edmonton, AB T5J 4S2. Fax: (780) 497-5430; Phone: (780) 497-5434; Email: careers@macewan.ca. For further information, contact the department chair, Dr. Teri Bereska, at bereska@macewan.ca or (780) 497-4783 ext.4017 or www.macewan.ca/web/faculty/faculty_arcses. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Consideration of applications will commence on January 2007 and will continue until the position is filled. For further information about this employment opportunity, please refer to our website at www.macewan.ca/faculty.

■ **SPANISH** — Grant MacEwan College, Grant MacEwan College invites applications for a continuing position in Spanish commencing July 1, 2007. As part of the continued growth of the Bachelor of Arts program, the Department of Humanities in the Faculty of Arts and Science seeks a candidate with native or near-native language ability who demonstrates excellence (or promise of excellence) in teaching and research. A PhD in Spanish is preferred. A strong background in teaching, including acquisition courses and a familiarity with CALL are assets. It is expected that the successful candidate will substantially contribute to the development of the Spanish curriculum at Grant MacEwan College in the areas of teaching, research, and service. Applicants should submit a curriculum vitae, a teaching portfolio or dossier, student evaluations, a statement about their research programme, samples of scholarly work, and graduate transcripts. Candidates should also arrange for three letters of reference to be submitted separately. Quote Competition No. 06.12.280. Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7-105, 10700 104 Ave. Edmonton, AB T5J 4S2. Fax: (780) 497-5430; Phone: (780) 497-5434; Email: careers@macewan.ca. For further information contact Bob Irwin, Chair of Humanities, irwin@macewan.ca or visit www.macewan.ca/web/faculty/faculty_arcses. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The deadline for receipt of applications is February 21, 2007. For further information about this employment opportunity, please refer to our website at www.macewan.ca/faculty.

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■ **THEORETICAL PHYSICS** — York University. The Department of Physics and Astronomy at York University in Toronto invites applications for one tenure-track position at the Assistant Professor level, and one tenured position at the senior level (Associate or Full Professor), both positions are effective July 1, 2007. We are searching for highly qualified candidates with a strong record of research. The department is particularly interested in theory relevant to high-energy colliders and/or related phenomenology, particle astrophysics and cosmology. The successful candidate will be expected to develop strong, externally funded research programs and to contribute to teaching physics courses at the undergraduate and graduate levels. The successful candidate must have a PhD and be suitable for prompt appointment to the Faculty of Graduate Studies. Current areas of research in theoretical particle physics in the Department of Physics and Astronomy include quantum field theory, lattice gauge theory, QCD sum rules and chiral perturbation theory. The department is also involved in experimental programs at CERN, DESY and Fermilab. Further information about the Department and the University can be found at our website: www.physics.yorku.ca. All York University positions are subject to budgetary approval. The review of applications will commence on March 1, 2007. Applications should be sent to: Chair, Search Committee, Department of Physics and Astronomy, 128 Pithers Science and Engineering Bldg., York University, 4700 Keele St., Toronto, ON M3J 1P3, Canada. Telephone: (416) 736-5249; Fax: (416) 736-5516; Email: physics.yorku.ca. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/affaction. The affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

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■ **WOMEN'S STUDIES** — University of Waterloo. The Women's Studies Program, Faculty of Arts, at the University of Waterloo invites applications for an open rank appointment jointly in Women's Studies and a department in the faculties of Applied Health Sciences, Arts, Engineering, or Environmental Studies. Applicants with expertise in Women's Studies and any other discipline are welcome; those with a Women's Studies or Anthropology, English, History, Philosophy, or Recreation and Leisure Studies background are especially welcome to apply. The start date for

this position will be 1 September 2007 or a mutually acceptable time. The successful candidate will be a strong feminist scholar with a core interest in women and technology, health, and/or science and a PhD in Women's Studies or a cognate field. A clear emphasis on a program of research on women and technology, health, and/or science, and experience in teaching feminist and interdisciplinary approaches to Women's Studies at the undergraduate level, are required. More specifically, candidates should be proficient in research and teaching in one or more of the following dimensions of research: women and technology, women and health communication, women and technical design, women and health policy, women and social knowledge, women and sexuality. Candidates will also demonstrate the ability to teach some of the required courses in Women's Studies. Finally, candidates should be prepared to serve in the near future as Director of Women's Studies, and to help spearhead the development of the University of Waterloo's unique in-Canada Women's Studies program dedicated to the study of women and technology, health, and science. Interested persons are invited to view the program's website at www.womenstudies.uwaterloo.ca. The Faculty of Arts at the University of Waterloo is well-known for excellence in undergraduate and graduate instruction, is committed to innovation, and supports knowledge mobilization in the social sciences and humanities. Arts is in a period of significant faculty growth and expansion in graduate activity. The University of Waterloo is a research-intensive public institution, with the largest teaching, washing machine, and dishwasher. Children welcome. Call Kathryn Chitkly at (519) 889-1234, ext. 3123 or kchitkly@uwaterloo.ca.

heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. The University aims to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The successful applicant will be expected to have a continuing research program and to seek external research funding. New faculty are eligible for internal funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their published research, and a current CV, and arrange for three confidential letters of reference to be forwarded to: Dr. Fraser Easton, Chair of the Women's Studies Advisory Board, Women's Studies Program, University of Waterloo, 200 University Ave. W., Waterloo, ON N2L 3G1, Canada. The review of applications will begin 1 March 2007 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

ACCOMMODATIONS

■ **EDMONTON, SCOTLAND** — Fully furnished 3-bedroom flat from September 2007 to June 2008. Centrally located (New Town), all modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chitkly at (519) 889-1234, ext. 3123 or kchitkly@uwaterloo.ca.



Director School of Health Services Administration

Nominations and applications are invited for the position of Director, School of Health Services Administration for a 5 year term with the possibility of renewal. The academic rank associated with this tenure track position is expected to be Associate Professor or Professor.

The School of Health Services Administration prepares individuals to assume a diversity of leadership roles primarily in the Canadian health system. The School offers undergraduate Diploma and Masters programs, and has associations with the Dalhousie University Interdisciplinary PhD program. The School has demonstrated excellence and innovation in health service administration education, research, and partnered programs such as the Atlantic Research Training Centre (ARTC). Details about the School, its academic programs and faculty can be found at the School website <http://schoolofhealthservicesadministration.dal.ca>.

Dalhousie University is the largest university in Atlantic Canada. It has strong research programs in diverse areas and more than 20 health and other professional educational programs including medicine, law, nursing, and business. It is located in the beautiful Atlantic harbour city of Halifax.

The successful candidate for the Director of the School will have a PhD in a relevant health discipline and a positive record of academic leadership for tenure track consideration. Demonstrated capacity in building productive partnerships with university, government, and health service delivery personnel, combined with a commitment to building effective mechanisms for ongoing consultation and strategic thinking, is essential. Expertise in accounting, financial management, and/or economics would be advantageous. Interest in and experience with interprofessional collaboration and interdisciplinary research initiatives would be desirable. The School is committed to excellence in administration, teaching and research and prefers leadership that demonstrates a commitment to continued development of research capacity.

The Director reports to the Dean, Faculty of Health Professions and provides administrative leadership in accordance with the principles of academic governance and is responsible for administrative and financial matters pertaining to the School.

Applications for the position should include a statement of interest in the position, an overview of the applicant's strengths and suitability for the position, a full curriculum vitae, and the names of five references (who will not be contacted without the consent of the candidate or until after the candidate has been notified that he/she has been short-listed). Application review will commence March 1, 2007.

Applications, nominations, and expressions of interest should be submitted in confidence to:

Chair, Search Committee
Health Services Administration
c/o Office of the Dean
Faculty of Health Professions, Dalhousie University
5968 College Street, Halifax, NS B3H 3J5
Phone: (902) 494-3327
Fax: (902) 494-1966

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women. This position is subject to budgetary approval.

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concept to creation

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 80 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

CHAIR, DEPARTMENT OF ARCHITECTURAL SCIENCE

Based in the heart of downtown Toronto, Canada's largest and most dynamic metropolis, the Department of Architectural Science features a diverse, multidisciplinary faculty dedicated to the pursuit of integrated, more sustainable approaches to the design and development of the built environment. Presently offering a pre-professional Bachelor of Architectural Science degree, with options in Architecture, Building Science, and Project Management, the Department has embarked on an ambitious, exciting process of transformation and renewal, highlighted by the commencement of a professional graduate degree program in Architecture (slated for 2007), and the planned launch of related graduate programs in Building Science and Project Management (anticipated in 2008 and 2009, respectively).

We invite applications from Canadian and international candidates for this three- to five-year term appointment, commencing July 1, 2007. The Chair will assume responsibility for the academic and administrative leadership of the Department, in co-operation with faculty and staff. He or she will report to the Dean, Faculty of Engineering, Architecture and Science.

The position of Chair presents a unique opportunity for a proven leader who has a demonstrated record of accomplishment in academia and critical practice. The Chair will enhance, develop and maintain excellent relations with the profession, allied disciplines and the architecture/engineering/construction industry at large. The Chair will also be expected to teach, conduct and promote research activities, advance the Department's initiatives and programs, and engage in fundraising activities.

The ideal candidate is someone with vision who possesses a record of excellence in proactive leadership and administration as well as in teaching, research and creative activities, and demonstrates evidence of substantial fundraising. This candidate should also have architectural expertise, have effectively guided a professional graduate degree program through the accreditation process, and/or have implemented new undergraduate and/or graduate programs. The successful candidate is expected to have and maintain professional licensure in architecture (or related fields).

Salary will be commensurate with qualifications and experience. As part of the selection process, selected candidates will be invited to the Department for an interview with members of the Search Committee to present a public lecture and meet with faculty, staff and student representatives. Candidates should send a letter explaining their interest in the position, a curriculum vitae, a brief statement of their vision of architectural education, research and administration, and at least five references to: Dr. Stalin Bector, PEng, Dean and Professor, Faculty of Engineering, Architecture and Science, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. E-mail: sbector@ee.ryerson.ca. The review of applications will begin at the end of February 2007, with interviews planned for March through April. The process will continue until the position is filled.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ENGINEERING | ARCHITECTURE | SCIENCE

Assistant Professor in Statistics Department of Mathematics & Statistics



The Department of Mathematics and Statistics at Memorial University of Newfoundland invites applications for one regular tenure-track position in Statistics. The successful candidate will be appointed to a tenure track position at the Assistant Professor level. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree).

Applications in all areas of Statistics will be considered, however preference may be given to candidates with research publications in Biostatistics and/or Sampling.

Duties will include graduate teaching and supervision; undergraduate teaching; and developing an active research program.

The closing date for applications will be February 26, 2007. Candidates should submit a Curriculum Vitae, description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to: Head of Department (VPA-MAST-2006-001), Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, NL A1C 5S7 Canada; E-mail: mathstat@math.mun.ca; Internet: www.math.mun.ca. You MUST use the code VPA-MAST-2006-001 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

BOOKSHELF COIN DES LIVRES

Foggy Portrait of a 'Radical' Campus

Radical Campus: Making Simon Fraser University

Hugh Johnston. Toronto & Vancouver: Douglas & McIntyre, 2005; 382 pp; ISBN: 978-1-553-65140-6, hardcover \$45 ca.

By JERRY ZASLOVE

HUGH Johnston, a historian at Simon Fraser University, has broken the taboo on writing a history of SFU's origins in the 1960s. The title of the commissioned book plagues the reader from beginning to end. What is the meaning of "radical?" Can nostalgia for the under-reflected idea of radical explain what the radical on the "campus" means? Johnston claims, "if its mission and culture have since taken on new forms, the university's present personality is still an outgrowth of the original."

This way of reading "present personality" against the grain of its origins should be tested against how the university's conflicting ideals turned a risky adventure into a social movement magnetized by the culture of the 60s. The taboo having been lifted on writing about SFU's bewitched past, uncomfortable questions still exist about the speed and scale of change that have outstripped the ability of historians to clarify how a legacy of being "radical" can be explained or applied to what really exists today in the expanding mass-education university.

The provincial government appointed the imperious Gordon Shrum in 1963 to open SFU by 1965. The planners kept the vow, explored, consulted, built and celebrated, but soon the questions of university government and the principles of academic freedom, already prickly at the time, became a quagmire that eventually wrecked the honeymoon of an ideal beginning for a utopic, modern university.

As quickly as SFU was formed, it quickly grew out of anyone's control. Does all of this help us understand the always-present dangerous indifference to a comprehensive culture of knowledge built on a foundation of "a place of liberty"?¹ Needed is a genuinely self-reflexive analysis of the university that explains how a populist university became labeled with the epithet "radical" and how and why future generations should accept using the term. Anything less counterfeits the past as a monolithic event.

THE CORE OF *Radical Campus* consists of archival records, taped recollections and compilations of memos, minutes and correspondences with some fragments of interviews. It is a valiant effort taken to the mid-70s — but where does it go? The story ends without winners, many losers, tragically destroyed careers, a deposed president, grotesquely theatrical power struggles and two CAUT censures. We arrive in 2005 at a university that may be no different from any other university in Canada.

Johnston's concluding chapter, "Shrum's University after Forty Years," gingerly points to a future obscured by a history with so many details that the whole picture of chancellor Shrum's university may be as foggy as the mountain. The details do not illuminate a "place of liberty," but do tell us how the teaching vocation was seen at the time. Businessmen claiming to be enlightened, capitalist modernists, social democrats, corporate philistines, utopian visionaries and young, internationally-educated academics joined with first-time university goers inside an architectural monument that internalized conflicting expectations and externalized anxieties about the emergent mass education.

Johnston does not mince words about "messy, rushed and improvised" policies creating problems. But more revealing conversations with those who experienced the history would have brought us closer to understanding how the breeding grounds illuminate today's transformation into a massive corporate structure.

Just what historical method might have been the most suitable for a history that resurrects the past as "radical" is not easy to see. My own experiences as a founding faculty member suggests one should avoid the word at all costs. Rather, one should talk more precisely of educational issues, intellectual controversies, or the misunderstandings about the word itself. It seems to mean innovative. But the innovations were hardly original.

Radical also means "populist" or participatory, but the call for democratic governance made things worse. Intercollegiate athletics were different, but surely not radical. Failures



of negotiation carried governance to the brink; neither faculty associations nor senates were radical. Dismissals were radical.

The dismissal hearings of eight political science, sociology and anthropology faculty (PSA) and the aftermath dominate the core of the book — 216 pages, well over half of its 338 pages. Six of 11 chapters lead us from "Berkeley North" through the firing of five teaching assistants who joined a high school protest (they were later reinstated), to the arrest of 114 students at a sit-in, lengthy assemblies and rallies, inner politics of the SDS-style Students for a Democratic University (SDU), and finally the trusteeship of the PSA department and dismissal hearings and censures.²

Eventually the thrallhold of faculty power, perhaps the most "radical" moment, ended the appointment of the vulnerable first president, Patrick McTaggart-Cowan. The non-violent sit-in ended with "unprecedented" police occupation. This "defined" the presidency of Kenneth Strand (the words are Johnston's). The many competing groups stimulated by the instant beginnings point to more surreal than radical formation of either pedagogy or disciplines.

Johnston points to the openness that attracted many to the readiness to create new interdisciplinary subjects. The excitement was high about democratization of almost everything, including gas stations and elevators, although soon "rival conceptions" of what a university might mean settled into a pattern of Weberian bureaucracies as solutions for any notion of participatory democracy, which swept in and out.

In spite of civic-spirited hope, the emerging social movements of the times bulldozed right through the tissue-thin administrative walls. The lack of policies and procedures showed the cracks in the academic architecture. Leaking policy boundaries helped create the betrayals, disappointments and contradictions familiar to those who lived through its vanguard enthusiasms.³

RADICAL CAMPUS PROPOSES that radical origins are pathways to what we have now. Johnston writes: "SFU's early years coincided with great change in higher education and that was especially obvious for people creating a new university. SFU had no tradition when it opened but quickly established one, and if its mission and culture have since taken new forms, the university's present personality is still an outgrowth of the original." (p. 3)

This was a culture-in-the-making: selling universities to the public, hasty conclusions of insecure administrative organizations, and a soon weary and divided faculty trying to calm the fears of public reaction and possible provincial intervention. Any larger ethnographic picture of this culture

goes missing. It is more a mélange. The reader who was not there will surely have trouble keeping it all straight.

Two CAUT censures clearly point to the systemic problems of a confused administration and a vacillating faculty association. Today, "Shrum's idea of a spare, bottom-weighted structure has long gone." Arthur Erickson's utopic, modern Greek vision of aging Parthenon concrete has been displaced by growth and expansion. Bureaucratic management irritates new and old faculty. Worth questioning is whether this history evaluates the decisions of specific individuals or simply reveals the naïve personalism of its founders.

The interdisciplinary curriculum is easily overrated as new, and the disputed trimester system was not more radical than at many other universities. The versatile and resourceful R.J. Baker, the first planner, was doubtful about the trimester system. Even the prized architecture is not as radical as often featured. Its geometrical, disorienting impersonality, its lack of intimate spaces atop 370-meter Burnaby Mountain becomes a citadel remote from the congested suburbs below. Never a sociable communal space, the design pre-empted a monument suitable for the symbol of advanced power the founders intended. Vistas did not pacify a university nor make a university radical or original.

Johnston taught at SFU for 36 years and hopes to describe an institutional history with "reasonable detachment" without his having been "... at the centre of the action in any events." My own 40-year experience of the university would like a more critical sociological analysis of what happened. Reparation of the past is nascent dangerous work. The Popkin tribunal — on which I spent eight months as one of only several university faculty members who participated directly in an academic freedom tribunal — concluded the existing power struggles contributed to the conditions that created the "strike."⁴

The university administration later used a legal decision to banish two other tribunals. Underlying the draconian dismissals was the board of governor's ignorance of university practices in Canada and the United States.⁵ The dismissals worsened existing problems of university governance. The dissenting faculty were by their own self-definition democratic populists. The term "radical," understood in terms of the SDS liberal-oriented Port Huron Statement (1962), is hardly more radical than Aristotle, J.S. Mill or John Dewey.⁶ There are no interviews with the dismissed PSA faculty.

Tom Bottomore, a distinguished sociologist and the first head of the PSA department trenchantly reminded the board of governors that the university was not a business and academics were not employees of a government administration.⁷ Bottomore criticized the "amateurish" hierarchy of the university for "having inadequate information on costs, teaching hours, methods and procedures." Hierarchy is a "confession of failure," he wrote, and leads to dealing "bureaucratically with problems which arise from a crisis of confidence and an uncertainty about our goals."⁸

The aftermath of the PSA affair brought to a head the struggle over the legitimacy of the two CAUT censures. Pauline Jewett, SFU's third president and the first female president of a Canadian university, had a miserable experience. She was not allowed to backtrack to defend the censure and, under extreme pressure from vice-presidents, had to abandon the compromise she hoped would work. The PSA faculty who had been dismissed — some reinstated, then to be non-renewed, or had resigned — would not accept her proposal.

President Strand's legacy prevailed. The administration building is named after him. Many faculty did not even vote to approve bringing in police to evacuate the administration building. "The public," Johnston writes, always "wanted a crackdown against campus agitators." Legitimacy was the issue of the day, the decade, the future. In 1990 Shrum saw the future as golden. He talked of a happy ending.

JOHNSTON'S CONCLUSION is muted on how the radical legacy fits the current strategic policies. There is a brutal irony in how "radical" and "strategy" coincide and lack specificity. The careful reader will note, apart from the divisive crises in many departments' interminable battles, that academic freedom issues were never far away. Incompetence existed on all sides, the Popkin committee concluded, that produced "provocation."